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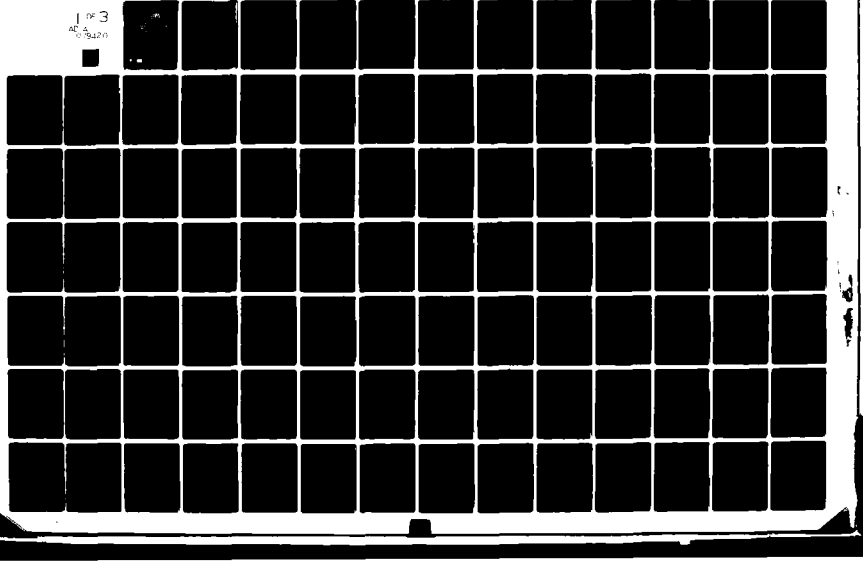

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FACTORS THAT AFFECT THE CAREER DECISION OF MARINE CORPS PILOTS AND FLIGHT OFFICERS

Appendixes C and D

Charles A. Millard, Major, USMC

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Over the past several years, the Marine Corps has experienced an increasingly high rate of attrition among its pilots and flight officers. Based on a survey of all active duty and some recently separated pilots and flight officers, this study identifies the issues and attitudes that motivate the career decision. Recommendations are made for reducing attrition. This volume provides a [illegible] responses [illegible] for analysis.

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APPENDIX C

TABULATION OF SURVEY RESPONSES

APPENDIX C

TABULATION OF SURVEY RESPONSES

INTRODUCTION

This appendix contains a complete tabulation of responses to the survey of active duty and recently separated pilots and NFOs. Table C-1 contains the tabulation for the active duty group, table C-2 for the recently separated group.

The notes below will assist in understanding the tables.

Notes for Tables C-1 and C-2

- Variable numbers (e.g., VAR001, VAR002, etc.) correspond to survey question numbers.
- The variable label immediately following each variable number is a brief description of the survey question.
- CATEGORY LABELs indicate the possible answers to survey questions.
- The following abbreviations apply to CATEGORY LABELs: VS (Very Strongly), GT (Greater Than), LT (Less Than), GE (Greater than or Equal to), and LE (Less than or Equal to).
- The category label NONRESPONSIVE indicates those cases for which responses were either missing, errant, or internally inconsistent.
- Values in the CODE column are arithmetic weights given to answer categories to calculate the mean and median -- except that NONRESPONSIVE cases are not included.
- The MEAN is the arithmetic average of the responses weighted by the values in the CODE column.
- The MEDIAN is the midpoint of the distribution of weighted responses -- half the responses are higher, half lower.
- The number of VALID CASES indicates the total number of responses used in the calculation of the mean and

median. It is the total number of cases less the number of nonresponsive (or missing) cases.

Special Notes for Table C-1

- Means and medians for the following questions have the meaning indicated by the variable label: 9, 14, 17, 18, 20-22.
- Means and medians for the following questions have the special meaning indicated: 4 (age), 5 (years since commissioning), 6 (years since designation as pilot or NFO), 10 (years of education), and 19 (maturity of Overseas Control Date (OSCD)).
- Means and medians for the following questions are an index of the attitudes of the respondents, based on the weighting factors in the CODE column: 25-27, 30-83, 85-93.
- Means and medians for the following questions are essentially meaningless: 1-3, 7, 8, 11-13, 15, 16, 23, 24, 28, 29, 84.
- Questions 11 and 23 allowed multiple responses and, therefore, have multiple tabulations. In each case, the first tabulation (e.g., VAR23A: CAREER INTENT (1)) shows the responses of those who marked one or more answers; the second tabulation (e.g., VAR23B: CAREER INTENT (2)) shows the responses of those who marked two or more answers; and so on to completion.

Special Notes for Table C-2

- Means and medians for the following questions have the meaning indicated by the variable label: 5, 9, 10, 14.
- Means and medians for the following questions have the special meaning indicated: 7 (age), 8 (years since separation from the Marine Corps).
- Means and medians for the following questions are an index of the attitudes of the respondents, based on the weighting factors in the CODE column: 16-80.
- Means and medians for the following questions are essentially meaningless: 1-4, 6, 11-13, 15.

The Military Occupational Specialties (MOSs) listed in survey questions 3 and 4 are explained in table C-3.

Confidence Intervals

Confidence intervals for proportions given in tables C-1 through C-3 may be calculated as follows: if P is the proportion of respondents giving a particular answer to a particular question, the confidence limits for P are $P + \phi$ and $P - \phi$, where

$$\phi = t_{\alpha} \left(\frac{P(1-P)\ (N-n)}{n(N-1)} \right)^{1/2} ,$$

in which n is the number of respondents out of a population of size N, and t_{α} is the $100(1-\alpha/2)^{th}$ percentile value to the student's t-distribution for n-1 degrees of freedom. This means we can be $100(1-\alpha)$ percent confident that if the response rate had been 100 percent, the resulting proportion for the particular response would have been in the range $P + \phi$ to $P - \phi$.

[1] See, for example, reference C-1.

REFERENCE

C-1 Neter, J. and Wasserman, W., "Fundamental Statistics for Business and Economics," Boston: Allyn and Bacon, 1966, p. 319

TABLE C-1

TABLUATION OF RESPONSES OF ACTIVE DUTY PILOTS AND NFOs

Company grade

VAR001 RANK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
2ND LT	0.	3	0.2	0.2	0.2
1ST LT	1.	631	35.7	35.7	35.9
CAPT	2.	1152	64.1	64.1	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.639 MEDIAN 1.720

VALID CASES 1766 MISSING CASES 0

Field grade

VAR001 RANK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
MAJOR	3.	917	63.3	63.3	63.3
LTCOL	4.	356	24.6	24.6	87.9
COLONEL	5.	176	12.1	12.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.489 MEDIAN 3.290

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR002 PRIMARY MOS (1)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-01	0.	127	7.2	7.2	7.2
7508	1.	41	2.3	2.3	9.6
7510-11	2.	72	4.1	4.1	13.7
7520-22	3.	153	8.7	8.7	22.4
7540-45	4.	31	1.8	1.8	24.2
7550-57	5.	77	4.4	4.4	28.6
7560-65	6.	854	48.4	48.7	77.3
7575-76	7.	34	1.9	1.9	79.2
7581-88 OR 9907	8.	336	19.0	19.2	98.3
7598-98	9.	29	1.6	1.7	100.0
NONRESPONSIVE	-9.	12	0.7	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 5.396 MEDIAN 5.940

VALID CASES 1754 MISSING CASES 12

TABLE C-1 (CONT'D)

Field grade

VAR002 PRIMARY MOS (1)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-01	0.	186	12.8	12.9	12.9
7508	1.	56	3.9	3.9	16.7
7510-11	2.	95	6.6	6.6	23.3
7520-22	3.	219	15.1	15.1	38.5
7540-45	4.	35	2.4	2.4	40.9
7550-57	5.	77	5.3	5.3	46.2
7560-65	6.	481	33.2	33.3	79.5
7575-76	7.	65	4.5	4.5	84.0
7581-88 OR 9907	8.	232	16.0	16.0	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 4.582 MEDIAN 5.614

VALID CASES 1446 MISSING CASES 3

TABLE C-1 (CONT'D)

Company grade

VAR003 PRIMARY MOS [2]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-76, 7597-98	0.	1283	72.7	77.6	77.6
7581	1.	61	3.5	3.7	81.3
7582	2.	45	2.5	2.7	84.0
7583	3.	79	4.5	4.8	88.8
7584	4.	18	1.0	1.1	89.8
7585	5.	25	1.4	1.5	91.4
7586	6.	15	0.8	0.9	92.3
7587	7.	101	5.7	6.1	98.4
7588	8.	24	1.4	1.5	99.8
9907-	9.	3	0.2	0.2	100.0
NONRESPONSIVE	-9.	112	6.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.968 MEDIAN 0.145

VALID CASES 1654 MISSING CASES 112

TABLE C-1 (CONT'D)

Field grade

VAR003 PRIMARY MOS [2]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-76, 7597-98	0.	1085	74.9	78.3	78.3
7582	2.	28	1.9	2.0	80.3
7583	3.	49	3.4	3.5	83.8
7584	4.	9	0.6	0.6	84.5
7585	5.	20	1.4	1.4	85.9
7586	6.	9	0.6	0.6	86.6
7587	7.	36	2.5	2.6	89.2
7588	8.	3	0.2	0.2	89.4
9907	9.	147	10.1	10.6	100.0
NONRESPONSIVE	-9.	63	4.3	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.437 MEDIAN 0.139

VALID CASES 1386 MISSING CASES 63

Company grade

VAR004 YEAR OF BIRTH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1954-1957	23.5	94	5.3	5.3	5.3
1950-1953	27.5	819	46.4	46.4	51.7
1946-1949	31.5	722	40.9	40.9	92.6
1942-1945	35.5	126	7.1	7.1	99.8
1938-1941	39.5	2	0.1	0.1	99.9
1934-1937	43.5	2	0.1	0.1	100.0
NONRESPONSIVE	-9.0	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 29.526 MEDIAN 29.351

VALID CASES 1765 MISSING CASES 1

Field grade

VAR004 YEAR OF BIRTH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1950-1953	27.5	2	0.1	0.1	0.1
1946-1949	31.5	107	7.4	7.4	7.5
1942-1945	35.5	526	36.3	36.3	43.9
1938-1941	39.5	354	24.4	24.4	68.3
1934-1937	43.5	253	17.5	17.5	85.8
1930-1933	47.5	169	11.7	11.7	97.4
1926-1929	51.5	37	2.6	2.6	100.0
NONRESPONSIVE	-9.0	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 39.378 MEDIAN 38.506

VALID CASES 1448 MISSING CASES 1

Company grade

VAR005 YEAR OF COMMISSIONING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
AFTER 1974	2.5	519	29.4	29.4	29.4
1971-1974	6.5	785	44.5	44.5	73.9
1967-1970	10.5	450	25.5	25.5	99.4
1963-1966	14.5	8	0.5	0.5	99.8
1959-1962	18.5	2	0.1	0.1	99.9
1955-1958	22.5	1	0.1	0.1	100.0
NONRESPONSIVE	-9.0	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 6.403 MEDIAN 6.352

VALID CASES 1765 MISSING CASES 1

Field grade

VAR005 YEAR OF COMMISSIONING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1971-1974	6.5	2	0.1	0.1	0.1
1967-1970	10.5	356	24.6	24.6	24.7
1963-1966	14.5	447	30.9	30.8	55.6
1959-1962	18.5	325	22.4	22.4	78.0
1955-1958	22.5	191	13.2	13.2	91.2
1951-1954	26.5	124	8.6	8.6	99.7
1947-1950	30.5	4	0.3	0.3	100.0
	TOTAL	1449	100.0	100.0	

MEAN 16.529 MEDIAN 15.780

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR006 YEAR DESIGNATED NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
AFTER 1975	1.5	738	41.8	41.8	41.8
1972-1975	5.5	693	39.2	39.3	81.1
1968-1971	9.5	321	18.2	18.2	99.3
1964-1967	13.5	8	0.5	0.5	99.8
1960-1963	17.5	3	0.2	0.2	99.9
1956-1959	21.5	1	0.1	0.1	100.0
NONRESPONSIVE	-9.0	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 4.620 MEDIAN 4.331

VALID CASES 1764 MISSING CASES 2

Field grade

VAR006 YEAR DESIGNATED NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
AFTER 1975	1.5	1	0.1	0.1	0.1
1972-1975	5.5	15	1.0	1.0	1.1
1968-1971	9.5	430	29.7	29.7	30.8
1964-1967	13.5	410	28.3	28.3	59.1
1960-1963	17.5	277	19.1	19.1	78.2
1956-1959	21.5	198	13.7	13.7	91.9
1952-1955	25.5	115	7.9	7.9	99.8
1948-1951	29.5	2	0.1	0.1	99.9
PRIOR TO 1944	37.5	1	0.1	0.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN 15.071 MEDIAN 14.217

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR007 SOURCE OF COMMISSION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SERVICE ACADEMY	0.	175	9.9	9.9	9.9
NROTC-REGULAR	1.	172	9.7	9.7	19.6
NROTC-RESERVE	2.	19	1.1	1.1	20.7
PLC-REGULAR	3.	96	5.4	5.4	26.2
PLC-RESERVE	4.	503	28.5	28.5	54.6
NAVCAD-MARCAD	5.	7	0.4	0.4	55.0
OCS	6.	723	40.9	40.9	96.0
OTHER	7.	71	4.0	4.0	100.0
	TOTAL	1766	100.0	100.0	

MEAN 4.179 MEDIAN 4.337

VALID CASES 1766 MISSING CASES 0

Field grade

VAR007 SOURCE OF COMMISSION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SERVICE ACADEMY	0.	97	6.7	6.7	6.7
NROTC-REGULAR	1.	143	9.9	9.9	16.6
NROTC-RESERVE	2.	32	2.2	2.2	18.9
PLC-REGULAR	3.	76	5.2	5.2	24.0
PLC-RESERVE	4.	243	16.8	16.8	40.8
NAVCAD-MARCAD	5.	394	27.2	27.2	68.0
OCS	6.	393	27.1	27.1	95.1
OTHER	7.	71	4.9	4.9	100.0
	TOTAL	1449	100.0	100.0	

MEAN 4.301 MEDIAN 4.839

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR008 MARITAL STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SINGLE	0.	316	17.9	17.9	17.9
MARRIED	1.	1333	75.5	75.5	93.4
DIVORCED	2.	83	4.7	4.7	98.1
SEPARATED	3.	31	1.8	1.8	99.9
WIDOWED	4.	2	0.1	0.1	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.907 MEDIAN 0.925

VALID CASES 1765 MISSING CASES 1

Field grade

VAR008 MARITAL STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SINGLE	0.	18	1.2	1.2	1.2
MARRIED	1.	1338	92.3	92.5	93.7
DIVORCED	2.	61	4.2	4.2	97.9
SEPARATED	3.	23	1.6	1.6	99.5
WIDOWED	4.	7	0.5	0.5	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.076 MEDIAN 1.027

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR003 NUMBER OF DEPENDENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.	364	20.6	20.6	20.6
ONE	1.	416	23.6	23.6	44.2
TWO	2.	415	23.5	23.5	67.7
THREE	3.	413	23.4	23.4	91.1
FOUR	4.	129	7.3	7.3	98.4
FIVE	5.	21	1.2	1.2	99.5
SIX	6.	7	0.4	0.4	99.9
SEVEN	7.	1	0.1	0.1	100.0
	TOTAL	1766	100.0	100.0	

MEAN	1.787	MEDIAN	1.748
VALID CASES	1766	MISSING CASES	0

TABLE C-1 (CONT'D)

Field grade

VAR009 NUMBER OF DEPENDENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.	37	2.6	2.6	2.6
ONE	1.	103	7.1	7.1	9.7
TWO	2.	209	14.4	14.4	24.1
THREE	3.	613	42.3	42.3	66.4
FOUR	4.	315	21.7	21.7	88.1
FIVE	5.	122	8.4	8.4	96.5
SIX	6.	37	2.6	2.6	99.1
SEVEN	7.	10	0.7	0.7	99.8
EIGHT	8.	2	0.1	0.1	99.9
NINE OR MORE	9.	1	0.1	0.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.138 MEDIAN 3.113

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR010 CIVILIAN EDUCATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
12 YRS. HSG-GED	12.	1	0.1	0.1	0.1
13-14YRS. NO DEG	13.	24	1.4	1.4	1.4
ASSOCIATE DEGREE	14.	25	1.4	1.4	2.8
14-16YRS. NO DEG	15.	70	4.0	4.0	6.8
BACHELORS DEGREE	16.	1430	81.0	81.1	87.9
GT 16YRS. NO DEG	17.	26	1.5	1.5	89.3
MASTERS DEGREE	18.	187	10.6	10.6	99.9
PHD	19.	1	0.1	0.1	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 16.117 MEDIAN 16.033

VALID CASES 1764 MISSING CASES 2

TABLE C-1 (CONT'D)

Field grade

VAR010 CIVILIAN EDUCATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
12 YRS, HSG-GED	12.	9	0.6	0.6	0.6
13-14YRS, NO DEG	13.	43	3.0	3.0	3.5
ASSOCIATE DEGREE	14.	13	0.9	0.9	4.4
14-16YRS, NO DEG	15.	73	5.0	5.0	9.5
BACHELORS DEGREE	16.	815	56.2	56.3	65.7
GT 16YRS, NO DEG	17.	24	1.7	1.7	67.4
MASTERS DEGREE	18.	464	32.0	32.0	99.4
PHD	19.	8	0.6	0.6	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.1	

MEAN 16.494 MEDIAN 16.220

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR81A MILITARY SCHOOLS ATTENDED [1]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.	1066	60.4	60.4	60.4
AMPHIBWARSCOL	1.	260	14.7	14.7	75.2
COMMAND & STAFF	2.	2	0.1	0.1	75.3
NAVWARCOL	3.	1	0.1	0.1	75.3
SPL ED PGM	4.	21	1.2	1.2	76.5
OTHER	5.	414	23.4	23.5	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.372 MEDIAN 0.327

VALID CASES 1764 MISSING CASES 2

Field grade

VAR81A MILITARY SCHOOLS ATTENDED [1]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.	234	16.1	16.1	16.1
AMPHIBWARSCOL	1.	742	51.2	51.2	67.4
COMMAND & STAFF	2.	256	17.7	17.7	85.0
NAVWARCOL	3.	39	2.7	2.7	87.7
SPL ED PGM	4.	57	3.9	3.9	91.6
OTHER	5.	121	8.4	8.4	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.521 MEDIAN 1.161

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR818 MILITARY SCHOOLS ATTENDED (2)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
COMMAND & STAFF	2.	9	0.5	16.1	16.1
NAVWARCOL	3.	1	0.1	1.8	17.9
SPL ED PGM	4.	5	0.3	8.9	26.8
OTHER	5.	41	2.3	73.2	100.0
NONRESPONSIVE	-9.	1710	96.9	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 4.393 MEDIAN 4.817

VALID CASES 56 MISSING CASES 1710

Field grade

VAR813 MILITARY SCHOOLS ATTENDED (2)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
AMPHIBWARSCOL	1.	1	0.1	0.2	0.2
COMMAND & STAFF	2.	205	14.1	44.5	44.7
NAVWARCOL	3.	43	3.0	9.3	54.0
SPL ED PGM	4.	68	4.7	14.8	68.8
OTHER	5.	144	9.9	31.2	100.0
NONRESPONSIVE	-9.	988	68.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.323 MEDIAN 3.070

VALID CASES 461 MISSING CASES 988

Company grade

VAR11C MILITARY SCHOOLS ATTENDED [3]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NAVMARCOL	3.	1	0.1	25.0	25.0
SPL ED PGM	4.	1	0.1	25.0	50.0
OTHER	5.	2	0.1	50.0	100.0
NONRESPONSIVE	-9.	1762	99.9	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 4.250 MEDIAN 4.500

VALID CASES 4 MISSING CASES 1762

Field grade

VAR11C MILITARY SCHOOLS ATTENDED [3]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
COMMAND & STAFF	2.	1	0.1	0.8	0.8
NAVMARCOL	3.	14	1.0	11.5	12.3
SPL ED PGM	4.	30	2.1	24.6	36.9
OTHER	5.	77	5.3	63.1	100.0
NONRESPONSIVE	-9.	1327	91.6	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 4.500 MEDIAN 4.708

VALID CASES 122 MISSING CASES 1327

Company grade

VAR11D MILITARY SCHOOLS ATTENDED [4]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONRESPONSIVE	-9.	1766	100.0	MISSING	100.0
	TOTAL	1766	100.0	100.0	

VALID CASES 0 MISSING CASES 1766

Field grade

VAR01D MILITARY SCHOOLS ATTENDED [4]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NAVWARCOL	3.	1	0.1	5.3	5.3
SPL ED PGM	4.	4	0.3	21.1	26.3
OTHER	5.	14	1.0	73.7	100.0
NONRESPONSIVE	-9.	1430	98.7	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 4.684 MEDIAN 4.821

VALID CASES 19 MISSING CASES 1430

Field grade

VARIABLE MILITARY SCHOOLS ATTENDED [5]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SPL ED PGM	4.	1	0.1	50.0	50.0
OTHER	5.	1	0.1	50.0	100.0
NONRESPONSIVE	-9.	1447	99.9	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 4.500 MEDIAN 4.500

VALID CASES 2 MISSING CASES 1447

VARIABLE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	-9.	1449	100.0	MISSING	100.0
	TOTAL	1449	100.0	100.0	

VALID CASES 0 MISSING CASES 1449

TABLE C-1 (CONT'D)

Company grade

VAR012 DUTY STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
REGULAR	0.	1161	65.7	65.9	65.9
RESERVE	1.	600	34.0	34.1	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.341 MEDIAN 0.258

VALID CASES 1761 MISSING CASES 5

Field grade

VAR012 DUTY STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
REGULAR	0.	1386	95.7	95.9	95.9
RESERVE	1.	60	4.1	4.1	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.041 MEDIAN 0.022

VALID CASES 1446 MISSING CASES 3

TABLE C-1 (CONT'D)

Company grade

VAR013 CURRENT DUTY STATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
HQMC OR QUANTICO	0.	105	5.9	6.0	6.0
CHERRY POINT	1.	176	10.0	10.0	15.9
NEW RIVER	2.	261	14.8	14.8	30.7
BEAUFORT, S.C.	3.	70	4.0	4.0	34.7
CAMP PENDLETON	4.	128	7.2	7.3	42.0
EL TORO&SANTA-ANA	5.	293	16.6	16.6	58.6
HAWAII	6.	138	7.8	7.8	66.4
JAPAN	7.	156	8.8	8.8	75.2
NATC	8.	188	10.6	10.7	85.9
OTHER	9.	249	14.1	14.1	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	4.847	MEDIAN	4.985
VALID CASES	1764	MISSING CASES	2

TABLE C-1 (CONT'D)

Field grade

VAR013 CURRENT DUTY STATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE OR QUANTICO	0.	272	18.8	18.8	18.8
CHERRY POINT	1.	136	9.4	9.4	28.2
NEW RIVER	2.	81	5.6	5.6	33.7
BEAUFORT, S.C.	3.	41	2.8	2.8	36.6
CAMP PENDLETON	4.	55	3.8	3.8	40.4
ELTORO&SANTA-ANA	5.	159	10.9	10.9	51.3
HAWAII	6.	94	6.5	6.5	57.8
JAPAN	7.	132	9.1	9.1	66.9
NATC	8.	58	4.0	4.0	70.9
OTHER	9.	422	29.1	29.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN 4.956 MEDIAN 5.383

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR014 TIME ON STATION (MONTHS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LESS THAN 5	2.	161	9.1	9.1	9.1
5-9	7.	393	22.3	22.3	31.5
10-14	12.	319	18.1	18.1	49.6
15-19	17.	199	11.3	11.3	60.9
20-24	22.	229	13.0	13.0	73.9
25-29	27.	138	7.8	7.8	81.7
30-34	32.	139	7.9	7.9	89.6
35-39	37.	84	4.8	4.8	94.4
40-44	42.	44	2.5	2.5	96.9
45 OR MORE	47.	55	3.1	3.1	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	17.625	MEDIAN	14.688
VALID CASES	1761	MISSING CASES	5

TABLE C-1 (CONT'D)

Field grade

VAR014 TIME ON STATION (MONTHS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LESS THAN 5	2.	77	5.3	5.3	5.3
5-9	7.	383	26.4	26.4	31.7
10-14	12.	164	11.3	11.3	43.1
15-19	17.	139	9.6	9.6	52.7
20-24	22.	210	14.5	14.5	67.1
25-29	27.	92	6.3	6.3	73.5
30-34	32.	198	13.7	13.7	87.2
35-39	37.	63	4.3	4.3	91.5
40-44	42.	69	4.8	4.8	96.3
45 OR MORE	47.	54	3.7	3.7	100.0
	TOTAL	1449	100.0	100.0	

MEAN 19.591 MEDIAN 18.115

VALID CASES 1449 MISSING CASES 0

Company grade

VAR015 FLIGHT STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
DIFOP	0.	1543	87.4	87.5	87.5
DIFDEN	1.	200	11.3	11.3	98.9
OTHER	2.	20	1.1	1.1	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	0.136	MEDIAN	0.071
VALID CASES	1763	MISSING CASES	3

Field grade

VAR015 FLIGHT STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
DIFOP	0.	879	60.7	60.8	60.8
DIFDEN	1.	552	38.1	38.2	99.0
OTHER	2.	15	1.0	1.0	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN	0.402	MEDIAN	0.323
VALID CASES	1446	MISSING CASES	3

TABLE C-1 (CONT'D)

Company grade

VAR015 PRIMARY DUTY ASSIGNMENT [CURRENT JOB]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
WING DEPT HEAD	0.	2	0.1	0.1	0.1
WING STAFF	1.	29	1.6	1.6	1.8
GRP CO-XO-DPT HD	2.	21	1.2	1.2	3.0
GROUP STAFF	3.	82	4.6	4.7	7.6
SQ-DET CO-XO-DIC	4.	72	4.1	4.1	11.7
SQ-DET PILOT	5.	862	48.9	48.9	60.6
FLIGHT INSTR	6.	194	11.0	11.0	71.6
GRAD PILOT TRAIN	7.	29	1.6	1.6	73.3
MOMC	8.	10	0.6	0.6	73.8
OTHER	9.	461	26.1	26.2	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 5.965 MEDIAN 5.283

VALID CASES 1762 MISSING CASES 4

TABLE C-1 (CONT'D)

Field grade

VAR016 PRIMARY DUTY ASSIGNMENT (CURRENT JOB)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
WING DEPT HEAD	0.	26	1.8	1.8	1.8
WING STAFF	1.	64	4.4	4.4	6.2
GRP CO-XO-OPT HD	2.	94	6.5	6.5	12.7
GROUP STAFF	3.	55	3.8	3.8	16.5
SQ-DET CO-XO-OIC	4.	248	17.1	17.1	33.6
SQ-DET PILOT	5.	139	9.6	9.6	43.2
FLIGHT INSTR	6.	49	3.4	3.4	46.6
GRAD PILOT TRAIN	7.	1	0.1	0.1	46.7
HQMQ	8.	154	10.6	10.6	57.3
OTHER	9.	618	42.7	42.7	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 6.353 MEDIAN 7.812

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR017 LENGTH OF WORK WEEK (DAYS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LE 5	5.00	540	30.6	30.7	30.7
GT 5, LT 5.5	5.25	506	28.7	28.7	59.4
5.5	5.50	109	6.2	6.2	65.6
GT 5.5, LT 6	5.75	343	19.4	19.5	85.1
6	6.00	108	6.1	6.1	91.2
GT 6, LT 6.5	6.25	93	5.3	5.3	96.5
6.5	6.50	4	0.2	0.2	96.7
GT 6.5, LT 7	6.75	22	1.2	1.2	98.0
7	7.00	36	2.0	2.0	100.0
NONRESPONSIVE	-9.00	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	5.442	MEDIAN	5.293
VALID CASES	1761	MISSING CASES	5

TABLE C-1 (CONT'D)

Field grade

VAR017 LENGTH OF WORK WEEK (DAYS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LE 5	5.00	512	35.3	35.4	35.4
GT 5. LT 5.5	5.25	485	33.5	33.5	69.0
5.5	5.50	93	6.4	6.4	75.4
GT 5.5. LT 6	5.75	231	15.9	16.0	91.4
6	6.00	45	3.1	3.1	94.5
GT 6. LT 6.5	6.25	45	3.1	3.1	97.6
6.5	6.50	4	0.3	0.3	97.9
GT 6.5. LT 7	6.75	13	0.9	0.9	98.8
7	7.00	17	1.2	1.2	100.0
NONRESPONSIVE	-9.00	4	0.3	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 5.349 MEDIAN 5.234

VALID CASES 1445 MISSING CASES 4

TABLE C-1 (CONT'D)

Company grade

VAR018 LENGTH OF WORK WEEK (HOURS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LT 40	37.5	57	3.2	3.2	3.2
GE 40, LT 45	42.5	283	16.0	16.1	19.3
GE 45, LT 50	47.5	369	20.9	20.9	40.2
GE 50, LT 55	52.5	414	23.4	23.5	63.7
GE 55, LT 60	57.5	271	15.3	15.4	79.1
GE 60, LT 65	62.5	200	11.3	11.4	90.5
GE 65, LT 70	67.5	96	5.4	5.4	95.9
GE 70, LT 75	72.5	37	2.1	2.1	98.0
GE 75, LT 80	77.5	12	0.7	0.7	98.7
GE 80	82.5	23	1.3	1.3	100.0
NONRESPONSIVE	-9.0	4	0.2	MISSING	100.0
	TOTAL	1756	100.0	100.0	

MEAN 53.065 MEDIAN 52.077

VALID CASES 1762 MISSING CASES 4

TABLE C-1 (CONT'D)

Field grade

VAR018 LENGTH OF WORK WEEK (HOURS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LT 40	37.5	36	2.5	2.5	2.5
GE 40, LT 45	42.5	316	21.8	21.9	24.3
GE 45, LT 50	47.5	349	24.1	24.1	48.5
GE 50, LT 55	52.5	315	21.7	21.8	70.3
GE 55, LT 60	57.5	220	15.2	15.2	85.5
GE 60, LT 65	62.5	125	8.6	8.6	94.1
GE 65, LT 70	67.5	47	3.2	3.3	97.4
GE 70, LT 75	72.5	26	1.8	1.8	99.2
GE 75, LT 80	77.5	6	0.4	0.4	99.6
GE 80	82.5	6	0.4	0.4	100.0
NONRESPONSIVE	-9.0	3	0.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 51.435 MEDIAN 50.349

VALID CASES 1446 MISSING CASES 3

TABLE C-1 (CONT'D)

Company grade

VAR019 OVERSEAS CONTROL DATE (YEAR)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1978-1979	0.8	245	13.9	25.7	25.7
1976-1977	2.5	272	15.4	28.5	54.1
1974-1975	4.5	172	9.7	18.0	72.1
1972-1973	6.5	134	7.6	14.0	86.2
1970-1971	8.5	68	3.9	7.1	93.3
1968-1969	10.5	47	2.7	4.9	98.2
1966-1967	12.5	9	0.5	0.9	99.2
PRIOR TO 1966	14.5	8	0.5	0.8	100.0
NONRESPONSIVE	-9.0	6	0.3	MISSING	100.0
UNKNOWN	-8.0	544	30.8	MISSING	100.0
NOTAPPL-OVERSEAS	-7.0	261	14.8	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 3.988 MEDIAN 3.121

VALID CASES 955 MISSING CASES 811

TABLE C-1 (CONT'D)

Field grade

VAR019 OVERSEAS CONTROL DATE (YEAR)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1978-1979	0.8	170	11.7	13.1	13.1
1976-1977	2.5	322	22.2	24.8	37.8
1974-1975	4.5	362	25.0	27.8	65.7
1972-1973	6.5	335	23.1	25.9	91.5
1970-1971	8.5	98	6.8	7.5	99.0
1968-1969	10.5	5	0.3	0.4	99.4
1966-1967	12.5	6	0.4	0.5	99.8
PRIOR TO 1966	14.5	2	0.1	0.2	100.0
UNKNOWN	-8.0	12	0.8	MISSING	100.0
NOTAPPL-OVERSEAS	-7.0	137	9.5	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN	4.407	MEDIAN	4.389
VALID CASES	1300	MISSING CASES	149

TABLE C-1 (CONT'D)

Company grade

VAR020 TIME IN TACTICAL SQDRNS OR DETS (YEARS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.0	159	9.0	9.0	9.0
LT 1	0.5	653	37.0	37.1	46.1
GE 1, LT 2	1.5	463	26.2	26.3	72.4
GE 2, LT 3	2.5	236	13.4	13.4	85.8
GE 3, LT 4	3.5	119	6.7	6.7	92.5
GE 4, LT 5	4.5	44	2.5	2.5	95.0
GE 5, LT 6	5.5	33	1.9	1.9	96.9
GE 6, LT 7	6.5	27	1.5	1.5	98.4
GE 7, LT 8	7.5	18	1.0	1.0	99.4
GE 8	8.5	10	0.6	0.6	100.0
NONRESPONSIVE	-9.0	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.589 MEDIAN 1.324

VALID CASES 1761 MISSING CASES 5

TABLE C-1 (CONT'D)

Field grade

VAR020 TIME IN TACTICAL SQDRNS OR DETS (YEARS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.0	50	3.5	3.5	3.5
LT 1	0.5	269	18.6	18.7	22.1
GE 1, LT 2	1.5	255	17.6	17.7	39.8
GE 2, LT 3	2.5	210	14.5	14.6	54.4
GE 3, LT 4	3.5	150	10.4	10.4	64.8
GE 4, LT 5	4.5	116	8.0	8.0	72.9
GE 5, LT 6	5.5	73	5.0	5.1	77.9
GE 6, LT 7	6.5	56	3.9	3.9	81.8
GE 7, LT 8	7.5	40	2.8	2.8	84.6
GE 8	8.5	222	15.3	15.4	100.0
NONRESPONSIVE	-9.0	8	0.6	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.499 MEDIAN 2.599

VALID CASES 1441 MISSING CASES 8

TABLE C-1 (CONT'D)

Company grade

VAR021 TOTAL FLIGHT HOURS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LT 500	250.	288	16.3	16.3	16.3
GE 500, LT 1100	800.	659	37.3	37.3	53.7
GE 1100, LT 1700	1400.	440	24.9	24.9	78.6
GE 1700, LT 2300	2000.	237	13.4	13.4	92.0
GE 2300, LT 2900	2600.	87	4.9	4.9	96.9
GE 2900, LT 3500	3200.	39	2.2	2.2	99.2
GE 3500, LT 4100	3800.	9	0.5	0.5	99.7
GE 4100, LT 4700	4400.	2	0.1	0.1	99.8
GE 4700, LT 5300	5000.	3	0.2	0.2	99.9
GE 5300	5600.	1	0.1	0.1	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1191.955 MEDIAN 1021.168

VALID CASES 1765 MISSING CASES 1

TABLE C-1 (CONT'D)

Field grade

VAR021 TOTAL FLIGHT HOURS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
GE 500. LT 1100	800.	16	1.1	1.1	1.1
GE 1100. LT 1700	1400.	86	5.9	5.9	7.0
GE 1700. LT 2300	2000.	207	14.3	14.3	21.3
GE 2300. LT 2900	2600.	260	17.9	18.0	39.3
GE 2900. LT 3500	3200.	237	16.4	16.4	55.7
GE 3500. LT 4100	3800.	203	14.0	14.0	69.7
GE 4100. LT 4700	4400.	181	12.5	12.5	82.2
GE 4700. LT 5300	5000.	113	7.8	7.8	90.0
GE 5300	5600.	145	10.0	10.0	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3402.210 MEDIAN 3292.405

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR022 TIME SEPARATED FROM DEPENDENTS (YEARS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.0	62	3.5	4.2	4.2
LT 1	0.5	521	29.5	35.4	39.6
GE 1, LT 2	1.5	488	27.6	33.2	72.8
GE 2, LT 3	2.5	283	16.0	19.2	92.0
GE 3, LT 4	3.5	98	5.5	6.7	98.6
GE 4, LT 5	4.5	14	0.9	1.0	99.6
GE 5, LT 6	5.5	4	0.2	0.3	99.9
GE 6, LT 7	6.5	2	0.1	0.1	100.0
NONRESPONSIVE	-9.0	2	0.1	MISSING	100.0
NO DEPENDENTS	-8.0	292	16.5	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.454 MEDIAN 1.407

VALID CASES 1472 MISSING CASES 294

TABLE C-1 (CONT'D)

Field grade

VAR022 TIME SEPARATED FROM DEPENDENTS (YEARS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ACNE	0.0	6	0.4	0.4	0.4
LT 1	0.5	16	1.1	1.1	1.5
GE 1, LT 2	1.5	95	6.6	6.6	8.2
GE 2, LT 3	2.5	306	21.1	21.3	29.5
GE 3, LT 4	3.5	385	25.5	26.9	56.3
GE 4, LT 5	4.5	325	22.4	22.6	79.0
GE 5, LT 6	5.5	196	13.5	13.7	92.6
GE 6, LT 7	6.5	61	4.2	4.3	96.9
GE 7	7.5	45	3.1	3.1	100.0
NO DEPENDENTS	-8.0	14	1.0	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.859 MEDIAN 3.632

VALID CASES 1435 MISSING CASES 14

TABLE C-1 (CONT'D)

Company grade

VAR234 CAREER INTENT (1)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE AT 20 YOS	0.	353	20.0	20.1	20.1
RETIRE 21-29 YOS	1.	97	5.5	5.5	25.6
RETIRE AT 30 YOS	2.	42	2.4	2.4	28.0
RETIRE BEYOND 30	3.	21	1.2	1.2	29.1
RESIGN-AIRLINE	4.	382	21.6	21.7	50.9
RESIGN-GOVT	5.	37	2.1	2.1	53.0
RESIGN-OTHER	6.	214	12.1	12.2	65.1
RESERVE AUGMENT	7.	87	4.9	4.9	70.1
TRANS-OTHER SVC	8.	17	1.0	1.0	71.0
UNDECIDED	9.	510	28.9	29.0	100.0
NONRESPONSIVE	-9.	6	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 4.873 MEDIAN 4.461

VALID CASES 1760 MISSING CASES 6

TABLE C-1 (CONT'D)

Company grade

VAR233 CAREER INTENT (2)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE 21-29 YOS	1.	13	0.7	5.2	5.2
RETIRE AT 30 YOS	2.	2	0.1	0.8	6.0
RETIRE BEYOND 30	3.	2	0.1	0.8	6.9
RESIGN-AIRLINE	4.	44	2.5	17.7	24.6
RESIGN-GOVT	5.	44	2.5	17.7	42.3
RESIGN-OTHER	6.	48	2.7	19.4	61.7
RESERVE AUGMENT	7.	38	2.2	15.3	77.0
TRANS-OTHER SVC	8.	16	0.9	6.5	83.5
UNDECIDED	9.	41	2.3	16.5	100.0
NONRESPONSIVE	-9.	1519	86.0	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 5.927 MEDIAN 5.896

VALID CASES 248 MISSING CASES 1518

TABLE C-1 (CONT'D)

Field grade

VAR23A CAREER INTENT (1)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE AT 20 YOS	0.	609	42.0	42.0	42.0
RETIRE 21-29 YOS	1.	443	30.6	30.6	72.5
RETIRE AT 30 YOS	2.	136	9.4	9.4	81.9
RETIRE BEYOND 30	3.	64	4.4	4.4	86.3
RESIGN-AIRLINE	4.	34	2.3	2.3	88.7
RESIGN-GOVT	5.	4	0.3	0.3	89.0
RESIGN-OTHER	6.	16	1.1	1.1	90.1
TRANS-OTHER SVC	8.	1	0.1	0.1	90.1
UNDECIDED	9.	143	9.9	9.9	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.694 MEDIAN 0.763

VALID CASES 1449 MISSING CASES 0

Field grade

VAR238 CAREER INTENT (2)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE 21-29 YOS	1.	19	1.2	28.1	28.1
RETIRE AT 30 YOS	2.	2	0.1	3.1	31.3
RETIRE BEYOND 30	3.	3	0.2	4.7	35.9
RESIGN-AIRLINE	4.	3	0.2	4.7	40.6
RESIGN-OTHER	6.	11	0.8	17.2	57.8
RESERVE AUGMENT	7.	6	0.4	9.4	67.2
TRANS-OTHER SVC	8.	1	0.1	1.6	68.8
UNDECIDED	9.	20	1.4	31.3	100.0
NONRESPONSIVE	-9.	1385	95.6	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 5.297 MEDIAN 6.045

VALID CASES 64 MISSING CASES 1385

TABLE C-1 (CONT'D)

Company grade

VAR23C CAREER INTENT (3)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE AT 20 YOS	0.	1	0.1	0.9	0.9
RETIRE AT 30 YOS	2.	2	0.1	1.8	2.8
RETIRE BEYOND 30	3.	2	0.1	1.8	4.6
RESIGN-AIRLINE	4.	4	0.2	3.7	8.3
RESIGN-GOVT	5.	8	0.5	7.3	15.6
RESIGN-OTHER	6.	35	2.0	32.1	47.7
RESERVE AUGMENT	7.	15	0.8	13.8	61.5
TRANS-OTHER SVC	8.	12	0.7	11.0	72.5
UNDECIDED	9.	30	1.7	27.5	100.0
NONRESPONSIVE	-9.	1657	93.8	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 6.853 MEDIAN 6.667

VALID CASES 109 MISSING CASES 1657

TABLE C-1 (CONT'D)

Field grade

VAR23C CAREER INTENT (3)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE AT 30 YOS	2.	4	0.3	23.5	23.5
RETIRE BEYOND 30	3.	1	0.1	5.9	29.4
RESIGN-AIRLINE	4.	1	0.1	5.9	35.3
RESIGN-GOVT	5.	1	0.1	5.9	41.2
RESIGN-OTHER	6.	1	0.1	5.9	47.1
RESERVE AUGMENT	7.	1	0.1	5.9	52.9
UNDECIDED	9.	8	0.6	47.1	100.0
NONRESPONSIVE	-9.	1432	98.8	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 6.176 MEDIAN 7.000

VALID CASES 17 MISSING CASES 1432

TABLE C-1 (CONT'D)

Company grade

VAR230 CAREER INTENT [4]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE 21-29 YOS	1.	1	0.1	2.4	2.4
RETIRE BEYOND 30	3.	1	0.1	2.4	4.9
RESIGN-GOVT	5.	1	0.1	2.4	7.3
RESIGN-OTHER	6.	8	0.5	19.5	26.8
RESERVE AUGMENT	7.	5	0.3	12.2	39.0
TRANS-OTHER SVC	8.	7	0.4	17.1	56.1
UNDECIDED	9.	18	1.0	43.9	100.0
NONRESPONSIVE	-9.	1725	97.7	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 7.561 MEDIAN 8.143

VALID CASES 41 MISSING CASES 1725

Field grade

VAR230 CAREER INTENT [4]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RETIRE BEYOND 30	3.	1	0.1	25.0	25.0
RESIGN-OTHER	6.	1	0.1	25.0	50.0
UNDECIDED	9.	2	0.1	50.0	100.0
NONRESPONSIVE	-9.	1445	99.7	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 6.750 MEDIAN 7.500

VALID CASES 4 MISSING CASES 1445

Company grade

VAR23E CAREER INTENT (5)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
RESIGN-OTHER	6.	1	0.1	9.1	9.1
RESERVE AUGMENT	7.	1	0.1	9.1	18.2
UNDECIDED	9.	9	0.5	81.8	100.0
NONRESPONSIVE	-9.	1755	99.4	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	8.545	MEDIAN	8.889
VALID CASES	11	MISSING CASES	1755

Field grade

VAR23E CAREER INTENT (5)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
UNDECIDED	9.	2	0.1	100.0	100.0
NONRESPONSIVE	-9.	1447	99.9	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN	9.000	MEDIAN	9.000
VALID CASES	2	MISSING CASES	1447

TABLE C-1 (CONT'D)

Company grade

VAR23F CAREER INTENT (6)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
TRANS-OTHER SVC	8.	2	0.1	100.0	100.0
NONRESPONSIVE	-9.	1764	99.9	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 8.000 MEDIAN 8.000

VALID CASES 2 MISSING CASES 1764

Field grade

VAR23F CAREER INTENT (6)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONRESPONSIVE	-9.	1449	100.0	MISSING	100.0
	TOTAL	1449	100.0	100.0	

VALID CASES 0 MISSING CASES 1449

TABLE C-1 (CONT'D)

Company grade

VAR23G CAREER INTENT [7]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
UNDECIDED	9.	1	0.1	100.0	100.0
NONRESPONSIVE	-9.	1765	99.9	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	9.000	MEDIAN	9.000
VALID CASES	1	MISSING CASES	1765

Field grade

VAR23G CAREER INTENT [7]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
UNDECIDED	9.	1	0.1	100.0	100.0
NONRESPONSIVE	-9.	1448	99.9	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN	9.000	MEDIAN	9.000
VALID CASES	1	MISSING CASES	1448

TABLE C-1 (CONT'D)

Company grade

VAR024 LETTER OF RESIGNATION SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	0.	135	7.6	8.2	8.2
NOT YET-BUT WILL	1.	851	48.2	51.9	60.2
INTEND TO RETIRE	2.	653	37.0	39.8	100.0
NONRESPONSIVE	-9.	127	7.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.316 MEDIAN 1.304

VALID CASES 1639 MISSING CASES 127

Field grade

VAR024 LETTER OF RESIGNATION SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	0.	47	3.2	3.3	3.3
NOT YET-BUT WILL	1.	79	5.5	5.6	8.9
INTEND TO RETIRE	2.	1295	89.4	91.1	100.0
NONRESPONSIVE	-9.	28	1.9	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.878 MEDIAN 1.951

VALID CASES 1421 MISSING CASES 28

TABLE C-1 (CONT'D)

Company grade

VAR025 AFFECT OF TERMINATING PROFLY PROGRAM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	275	15.6	15.6	15.6
INDUCES RESIG	-1.	563	31.9	32.0	47.6
NONE-UNCERTAIN	0.	876	49.6	49.8	97.4
INDUCES RETEN	1.	36	2.0	2.0	99.4
VS INDUCES RETEN	2.	10	0.6	0.6	100.0
NONRESPONSIVE	-9.	6	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.601 MEDIAN -0.452

VALID CASES 1760 MISSING CASES 6

Field grade

VAR025 AFFECT OF TERMINATING PROFLY PROGRAM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	135	9.4	9.4	9.4
INDUCES RESIG	-1.	356	24.6	24.6	34.0
NONE-UNCERTAIN	0.	842	58.1	58.2	92.2
INDUCES RETEN	1.	93	6.4	6.4	98.6
VS INDUCES RETEN	2.	20	1.4	1.4	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.342 MEDIAN -0.225

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR026 AFFECT OF NON-FLYING DUTY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	733	41.5	41.5	41.5
INDUCES RESIG	-1.	573	32.4	32.4	74.0
NONE-UNCERTAIN	0.	429	24.3	24.3	98.2
INDUCES RETEN	1.	24	1.4	1.4	99.6
VS INDUCES RETEN	2.	7	0.4	0.4	100.0
	TOTAL	1766	100.0	100.0	

MEAN -1.133 MEDIAN -1.238

VALID CASES 1766 MISSING CASES 0

Field grade

VAR026 AFFECT OF NON-FLYING DUTY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	259	17.9	17.9	17.9
INDUCES RESIG	-1.	405	28.0	28.1	46.0
NONE-UNCERTAIN	0.	751	51.9	52.0	98.1
INDUCES RETEN	1.	18	1.2	1.2	99.3
VS INDUCES RETEN	2.	10	0.7	0.7	100.0
NONRESPONSIVE	-9.	6	0.4	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.613 MEDIAN -0.423

VALID CASES 1443 MISSING CASES 6

TABLE C-1 (CONT'D)

Company grade

VAR027 AFFECT OF FLYING DUTY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	20	1.1	1.1	1.1
INDUCES RESIG	-1.	29	1.6	1.6	2.8
NONE-UNCERTAIN	0.	475	26.9	26.9	29.7
INDUCES RETEN	1.	813	46.0	46.0	75.7
VS INDUCES RETEN	2.	429	24.3	24.3	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.907 MEDIAN 0.942

VALID CASES 1766 MISSING CASES 0

Field grade

VAR027 AFFECT OF FLYING DUTY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	4	0.3	0.3	0.3
INDUCES RESIG	-1.	8	0.6	0.6	0.8
NONE-UNCERTAIN	0.	493	34.0	34.1	34.9
INDUCES RETEN	1.	469	32.4	32.4	67.3
VS INDUCES RETEN	2.	473	32.6	32.7	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.967 MEDIAN 0.966

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR028 MAIN REASON FOR BECOMING USMC NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAMILY	0.	28	1.6	1.6	1.6
PEERS	1.	22	1.2	1.2	2.8
CHALLENGE	2.	1095	62.0	62.2	65.0
JOB	3.	30	1.7	1.7	66.7
SERVE COUNTRY	4.	356	20.2	20.2	86.9
RECRUITER-OSO	5.	32	1.8	1.8	88.8
PREF OTHER SVC	6.	106	6.0	6.0	94.8
PREP FOR CIV JOB	7.	62	3.5	3.5	98.3
FLIGHT PAY	8.	30	1.7	1.7	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 2.951 MEDIAN 2.258

VALID CASES 1761 MISSING CASES 5

TABLE C-1 (CONT'D)

Field grade

VAR028 MAIN REASON FOR BECOMING USMC NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAMILY	0.	25	1.7	1.7	1.7
PEERS	1.	51	3.5	3.5	5.3
CHALLENGE	2.	821	56.7	57.1	62.4
JOB	3.	13	0.9	0.9	63.3
SERVE COUNTRY	4.	347	23.9	24.1	87.5
RECRUITER-OSO	5.	38	2.6	2.6	90.1
PREF OTHER SVC	6.	58	4.0	4.0	94.2
PREP FOR CIV JOB	7.	19	1.3	1.3	95.5
FLIGHT PAY	8.	65	4.5	4.5	100.0
NONRESPONSIVE	-9.	12	0.8	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.000 MEDIAN 2.283

VALID CASES 1437 MISSING CASES 12

TABLE C-1 (CONT'D)

Company grade

VAR029 2ND REASON FOR BECOMING USMC NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAMILY	0.	58	3.3	3.3	3.3
PEERS	1.	79	4.5	4.5	7.8
CHALLENGE	2.	449	25.4	25.6	33.4
JOB	3.	101	5.7	5.7	39.1
SERVE COUNTRY	4.	518	29.3	29.5	68.6
RECRUITER-OSO	5.	62	3.5	3.5	72.1
PREF OTHER SVC	6.	119	6.7	6.9	78.9
PREP FOR CIV JOB	7.	258	14.6	14.7	93.6
FLIGHT PAY	8.	113	6.4	6.4	100.0
NONRESPONSIVE	-9.	9	0.5	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 4.033 MEDIAN 3.870

VALID CASES 1757 MISSING CASES 9

TABLE C-1 (CONT'D)

Field grade

VAR029 2ND REASON FOR BECOMING USMC NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAMILY	0.	38	2.6	2.7	2.7
PEERS	1.	113	7.8	7.9	10.6
CHALLENGE	2.	393	27.1	27.5	38.0
JOB	3.	44	3.0	3.1	41.1
SERVE COUNTRY	4.	450	31.1	31.4	72.5
RECRUITER-CSO	5.	69	4.8	4.8	77.4
PREF OTHER SVC	6.	43	3.0	3.0	80.4
PREP FOR CIV JOB	7.	132	9.1	9.2	89.6
FLIGHT PAY	8.	149	10.3	10.4	100.0
NONRESPONSIVE	-9.	18	1.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 3.878 MEDIAN 3.783

VALID CASES 1431 MISSING CASES 18

TABLE C-1 (CONT'D)

Company grade

VAR030 IMPORTANCE OF JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	30	1.7	1.7	1.7
LOW	-1.	60	3.4	3.4	5.1
MODERATE-AVE	0.	190	10.8	10.8	15.9
HIGH	1.	552	31.3	31.3	47.1
VERY HIGH	2.	933	52.8	52.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.302 MEDIAN 1.554

VALID CASES 1765 MISSING CASES 1

Field grade

VAR030 IMPORTANCE OF JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	16	1.1	1.1	1.1
LOW	-1.	48	3.3	3.3	4.4
MODERATE-AVE	0.	131	9.0	9.0	13.5
HIGH	1.	381	26.3	26.3	39.8
VERY HIGH	2.	873	60.2	60.2	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.413 MEDIAN 1.670

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR031 IMPORTANCE OF LENGTH OF WORK WEEK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	71	4.0	4.0	4.0
LOW	-1.	243	13.8	13.8	17.8
MODERATE-AVE	0.	680	38.5	38.5	56.3
HIGH	1.	508	28.8	28.8	85.1
VERY HIGH	2.	263	14.9	14.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1765	100.0	100.0	

MEAN 0.368 MEDIAN 0.336

VALID CASES 1765 MISSING CASES 1

Field grade

VAR031 IMPORTANCE OF LENGTH OF WORK WEEK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	85	5.9	5.9	5.9
LOW	-1.	316	21.8	21.8	27.7
MODERATE-AVE	0.	569	39.3	39.3	66.9
HIGH	1.	351	24.2	24.2	91.2
VERY HIGH	2.	128	8.8	8.8	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.084 MEDIAN 0.069

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR032 IMPORTANCE OF PERSONNEL MANAGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	18	1.0	1.0	1.0
LOW	-1.	38	1.9	1.8	2.9
MODERATE-AVE	0.	171	9.7	9.7	12.5
HIGH	1.	530	30.0	30.0	42.5
VERY HIGH	2.	1015	57.5	57.5	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.412 MEDIAN 1.631

VALID CASES 1765 MISSING CASES 1

Field grade

VAR032 IMPORTANCE OF PERSONNEL MANAGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	2	0.1	0.1	0.1
LOW	-1.	20	1.4	1.4	1.5
MODERATE-AVE	0.	104	7.2	7.2	8.7
HIGH	1.	433	29.9	29.9	38.6
VERY HIGH	2.	889	61.4	61.4	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.510 MEDIAN 1.686

VALID CASES 1448 MISSING CASES 1

Company grade

VAR033 IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	49	2.8	2.8	2.8
LOW	-1.	93	5.3	5.3	8.0
MODERATE-AVE	0.	272	15.4	15.4	23.5
HIGH	1.	453	25.7	25.7	49.1
VERY HIGH	2.	898	50.8	50.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.166 MEDIAN 1.517

VALID CASES 1765 MISSING CASES 1

Field grade

VAR033 IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	14	1.0	1.0	1.0
LOW	-1.	50	3.5	3.5	4.4
MODERATE-AVE	0.	267	18.4	18.4	22.8
HIGH	1.	438	30.2	30.2	53.1
VERY HIGH	2.	680	45.9	46.9	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.187 MEDIAN 1.398

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR034 IMPORTANCE OF TOUR LENGTH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	70	4.0	4.0	4.0
LOW	-1.	221	12.5	12.5	16.5
MODERATE-AVE	0.	562	31.8	31.9	48.4
HIGH	1.	512	29.0	29.0	77.4
VERY HIGH	2.	398	22.5	22.6	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.537 MEDIAN 0.556

VALID CASES 1763 MISSING CASES 3

Field grade

VAR034 IMPORTANCE OF TOUR LENGTH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	39	2.7	2.7	2.7
LOW	-1.	218	15.0	15.0	17.7
MODERATE-AVE	0.	432	29.8	29.8	47.6
HIGH	1.	478	33.0	33.0	80.5
VERY HIGH	2.	282	19.5	19.5	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.515 MEDIAN 0.574

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR035 IMPORT OF NON-AVN JOB OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	117	6.6	6.6	6.6
LOW	-1.	276	15.6	15.6	22.3
MODERATE-AVE	0.	481	27.2	27.3	49.5
HIGH	1.	506	28.7	28.7	78.2
VERY HIGH	2.	385	21.8	21.8	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.434 MEDIAN 0.517

VALID CASES 1765 MISSING CASES 1

Field grade

VAR035 IMPORT OF NON-AVN JOB OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	140	9.7	9.7	9.7
LOW	-1.	291	20.1	20.1	29.7
MODERATE-AVE	0.	489	33.7	33.7	63.5
HIGH	1.	345	23.8	23.8	87.3
VERY HIGH	2.	184	12.7	12.7	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.098 MEDIAN 0.100

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR036 IMPORTANCE OF AIRLINE HIRINGS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	299	16.9	16.9	16.9
LOW	-1.	261	14.8	14.8	31.7
MODERATE-AVE	0.	382	21.6	21.6	53.4
HIGH	1.	357	20.2	20.2	73.6
VERY HIGH	2.	466	26.4	26.4	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.244 MEDIAN 0.344

VALID CASES 1765 MISSING CASES 1

Field grade

VAR035 IMPORTANCE OF AIRLINE HIRINGS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	327	22.6	22.6	22.6
LOW	-1.	240	16.6	16.6	39.1
MODERATE-AVE	0.	300	20.7	20.7	59.8
HIGH	1.	277	19.1	19.1	79.0
VERY HIGH	2.	305	21.0	21.0	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.005 MEDIAN 0.025

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR037 IMPORT OF USMC-CIVILIAN PAY DIFFERENTIAL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	63	3.6	3.6	3.6
LOW	-1.	141	8.0	8.0	11.6
MODERATE-AVE	0.	337	19.1	19.1	30.7
HIGH	1.	525	29.7	29.7	60.4
VERY HIGH	2.	699	39.6	39.6	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.938 MEDIAN 1.150

VALID CASES 1765 MISSING CASES 1

Field grade

VAR037 IMPORT OF USMC-CIVILIAN PAY DIFFERENTIAL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	77	5.3	5.3	5.3
LOW	-1.	137	9.5	9.5	14.8
MODERATE-AVE	0.	339	23.4	23.4	38.2
HIGH	1.	477	32.9	32.9	71.1
VERY HIGH	2.	419	28.9	28.9	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.707 MEDIAN 0.860

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR038 IMPORTANCE OF TIME AWAY FROM FAMILY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	33	1.9	1.9	1.9
LOW	-1.	71	4.0	4.0	5.9
MODERATE-AVE	0.	286	16.2	16.2	22.1
HIGH	1.	526	29.8	29.8	52.0
VERY HIGH	2.	847	48.0	48.0	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.182 MEDIAN 1.434

VALID CASES 1763 MISSING CASES 3

Field grade

VAR038 IMPORTANCE OF TIME AWAY FROM FAMILY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	11	0.8	0.8	0.8
LOW	-1.	51	3.5	3.5	4.3
MODERATE-AVE	0.	270	18.6	18.6	22.9
HIGH	1.	478	33.0	33.0	55.9
VERY HIGH	2.	639	44.1	44.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.161 MEDIAN 1.321

VALID CASES 1449 MISSING CASES 0

Company grade

VAR039 IMPORTANCE OF "QUALITY OF LIFE"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	27	1.5	1.5	1.5
LOW	-1.	106	6.0	6.0	7.5
MODERATE-AVE	0.	265	15.0	15.0	22.6
HIGH	1.	701	39.7	39.8	62.3
VERY HIGH	2.	664	37.6	37.7	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.060 MEDIAN 1.190
VALID CASES 1763 MISSING CASES 3

Field grade

VAR039 IMPORTANCE OF "QUALITY OF LIFE"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	17	1.2	1.2	1.2
LOW	-1.	72	5.0	5.0	6.1
MODERATE-AVE	0.	225	15.5	15.5	21.7
HIGH	1.	587	40.5	40.5	62.2
VERY HIGH	2.	547	37.8	37.8	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.088 MEDIAN 1.198
VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR040 IMPORTANCE OF BELIEF THAT JOB HAS VALUE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	21	1.2	1.2	1.2
LOW	-1.	57	3.2	3.2	4.4
MODERATE-AVE	0.	193	10.9	11.0	15.4
HIGH	1.	560	31.7	31.8	47.2
VERY HIGH	2.	930	52.7	52.8	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.318 MEDIAN 1.553

VALID CASES 1761 MISSING CASES 5

Field grade

VAR040 IMPORTANCE OF BELIEF THAT JOB HAS VALUE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	10	0.7	0.7	0.7
LOW	-1.	35	2.4	2.4	3.1
MODERATE-AVE	0.	114	7.9	7.9	11.0
HIGH	1.	415	28.6	28.7	39.7
VERY HIGH	2.	873	60.2	60.3	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.455 MEDIAN 1.671

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR041 IMPORTANCE OF DEPENDENT MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	63	3.6	3.6	3.6
LOW	-1.	97	5.5	5.5	9.1
MODERATE-AVE	0.	305	17.3	17.3	26.4
HIGH	1.	501	28.4	28.4	54.8
VERY HIGH	2.	796	45.1	45.2	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.051 MEDIAN 1.330

VALID CASES 1762 MISSING CASES 4

Field grade

VAR041 IMPORTANCE OF DEPENDENT MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	18	1.2	1.2	1.2
LOW	-1.	47	3.2	3.2	4.5
MODERATE-AVE	0.	233	16.1	16.1	20.6
HIGH	1.	510	35.2	35.2	55.8
VERY HIGH	2.	641	44.2	44.2	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.179 MEDIAN 1.336

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR042 IMPORTANCE OF JOB RECOGNITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	28	1.5	1.6	1.6
LOW	-1.	129	7.3	7.3	8.9
MODERATE-AVE	0.	482	27.3	27.4	36.3
HIGH	1.	654	37.0	37.1	73.4
VERY HIGH	2.	468	26.5	26.6	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.798 MEDIAN 0.869

VALID CASES 1761 MISSING CASES 5

Field grade

VAR042 IMPORTANCE OF JOB RECOGNITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	12	0.8	0.8	0.8
LOW	-1.	93	6.4	6.4	7.2
MODERATE-AVE	0.	373	25.7	25.7	33.0
HIGH	1.	551	38.0	38.0	71.0
VERY HIGH	2.	420	29.0	29.0	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.879 MEDIAN 0.947

VALID CASES 1449 MISSING CASES 0

Company grade

VAR043 IMPORT OF INFLUENCE ON OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	12	0.7	0.7	0.7
LOW	-1.	36	2.0	2.0	2.7
MODERATE-AVE	0.	197	11.2	11.2	13.9
HIGH	1.	684	38.7	38.8	52.8
VERY HIGH	2.	832	47.1	47.2	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.299 MEDIAN 1.429

VALID CASES 1761 MISSING CASES 5

Field grade

VAR043 IMPORT OF INFLUENCE ON OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	6	0.4	0.4	0.4
LOW	-1.	39	2.7	2.7	3.1
MODERATE-AVE	0.	228	15.7	15.7	18.9
HIGH	1.	610	42.1	42.1	61.0
VERY HIGH	2.	565	39.0	39.0	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.166 MEDIAN 1.239

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR044 IMPORT OF UNCERTAINTY IN RETIREMENT PGMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	44	2.5	2.5	2.5
LOW	-1.	77	4.4	4.4	6.9
MODERATE-AVE	0.	243	13.8	13.8	20.6
HIGH	1.	403	22.8	22.8	43.5
VERY HIGH	2.	998	56.5	56.5	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.266 MEDIAN 1.616

VALID CASES 1765 MISSING CASES 1

Field grade

VAR044 IMPORT OF UNCERTAINTY IN RETIREMENT PGMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	21	1.4	1.4	1.4
LOW	-1.	50	3.5	3.5	4.9
MODERATE-AVE	0.	177	12.2	12.2	17.1
HIGH	1.	318	21.9	21.9	39.1
VERY HIGH	2.	883	60.9	60.9	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.375 MEDIAN 1.680

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR045 IMPORT OF CONSIDERATION FOR OWN DESIRES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	12	0.7	0.7	0.7
LOW	-1.	27	1.5	1.5	2.2
MODERATE-AVE	0.	205	11.6	11.6	13.8
HIGH	1.	608	34.4	34.5	48.3
VERY HIGH	2.	911	51.6	51.7	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.349 MEDIAN 1.532

VALID CASES 1763 MISSING CASES 3

Field grade

VAR045 IMPORT OF CONSIDERATION FOR OWN DESIRES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	4	0.3	0.3	0.3
LOW	-1.	30	2.1	2.1	2.3
MODERATE-AVE	0.	169	11.7	11.7	14.0
HIGH	1.	556	38.4	38.4	52.4
VERY HIGH	2.	689	47.6	47.6	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.309 MEDIAN 1.437

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR046 IMPORTANCE OF ADVANCEMENT OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	25	1.4	1.4	1.4
LOW	-1.	71	4.0	4.0	5.4
MODERATE-AVE	0.	370	21.0	21.0	26.4
HIGH	1.	689	39.0	39.0	65.4
VERY HIGH	2.	610	34.5	34.6	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.013 MEDIAN 1.104

VALID CASES 1765 MISSING CASES 1

Field grade

VAR046 IMPORTANCE OF ADVANCEMENT OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	18	1.2	1.2	1.2
LOW	-1.	110	7.6	7.6	8.8
MODERATE-AVE	0.	339	23.4	23.4	32.3
HIGH	1.	590	40.7	40.7	73.0
VERY HIGH	2.	391	27.0	27.0	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.847 MEDIAN 0.936

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR046 IMPORTANCE OF RESPONSIBILITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	70	4.0	4.0	4.0
LOW	-1.	165	9.3	9.3	13.3
MODERATE-AVE	0.	462	26.2	26.2	39.5
HIGH	1.	613	34.7	34.7	74.2
VERY HIGH	2.	456	25.8	25.8	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.691 MEDIAN 0.803

VALID CASES 1766 MISSING CASES 0

Field grade

VAR047 IMPORTANCE OF RESPONSIBILITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	42	2.9	2.9	2.9
LOW	-1.	113	7.8	7.8	10.7
MODERATE-AVE	0.	301	20.8	20.8	31.5
HIGH	1.	587	40.5	40.5	72.0
VERY HIGH	2.	406	28.0	28.0	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.830 MEDIAN 0.957

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR048 IMPORTANCE OF JOB CHALLENGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	64	3.6	3.6	3.6
LOW	-1.	158	8.9	8.9	12.6
MODERATE-AVE	0.	384	21.7	21.7	34.3
HIGH	1.	631	35.7	35.7	70.0
VERY HIGH	2.	529	30.0	30.0	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.794 MEDIAN 0.939

VALID CASES 1766 MISSING CASES 0

Field grade

VAR048 IMPORTANCE OF JOB CHALLENGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	32	2.2	2.2	2.2
LOW	-1.	105	7.2	7.2	9.5
MODERATE-AVE	0.	236	16.3	16.3	25.7
HIGH	1.	582	40.2	40.2	65.9
VERY HIGH	2.	494	34.1	34.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.967 MEDIAN 1.104

VALID CASES 1449 MISSING CASES 0

Company grade

VAR049 IMPORTANCE OF JOB PRESTIGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	150	8.5	8.5	8.5
LOW	-1.	326	18.5	18.5	27.0
MODERATE-AVE	0.	580	32.9	32.9	59.9
HIGH	1.	419	23.7	23.8	83.6
VERY HIGH	2.	289	16.4	16.4	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.210 MEDIAN 0.200

VALID CASES 1764 MISSING CASES 2

Field grade

VAR049 IMPORTANCE OF JOB PRESTIGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	57	3.9	3.9	3.9
LOW	-1.	169	11.7	11.7	15.6
MODERATE-AVE	0.	498	34.4	34.4	50.0
HIGH	1.	457	31.5	31.5	81.5
VERY HIGH	2.	268	18.5	18.5	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.490 MEDIAN 0.501

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR050 IMPORT OF RESPONSE TO PROBLEMS & NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	28	1.6	1.6	1.6
LOW	-1.	77	4.4	4.4	5.9
MODERATE-AVE	0.	354	20.0	20.1	26.0
HIGH	1.	655	37.1	37.1	63.1
VERY HIGH	2.	651	36.9	36.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.033 MEDIAN 1.147

VALID CASES 1765 MISSING CASES 1

Field grade

VAR050 IMPORT OF RESPONSE TO PROBLEMS & NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	10	0.7	0.7	0.7
LOW	-1.	62	4.3	4.3	5.0
MODERATE-AVE	0.	248	17.1	17.1	22.1
HIGH	1.	555	38.3	38.3	60.4
VERY HIGH	2.	574	39.6	39.6	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.119 MEDIAN 1.229

VALID CASES 1449 MISSING CASES 0

Company grade

VAR051 IMPORT OF ASSIGNMENT TO NON-FLYING JOBS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	46	2.6	2.6	2.6
LOW	-1.	80	4.5	4.5	7.1
MODERATE-AVE	0.	254	14.4	14.4	21.5
HIGH	1.	396	22.4	22.4	43.9
VERY HIGH	2.	990	56.1	56.1	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.248 MEDIAN 1.608

VALID CASES 1766 MISSING CASES 0

Field grade

VAR051 IMPORT OF ASSIGNMENT TO NON-FLYING JOBS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	32	2.2	2.2	2.2
LOW	-1.	134	9.2	9.3	11.5
MODERATE-AVE	0.	336	23.2	23.2	34.7
HIGH	1.	390	26.9	26.9	61.6
VERY HIGH	2.	556	38.4	38.4	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.901 MEDIAN 1.069

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR052 IMPORT OF POSSIBLE ASSIGNMENT TO SCHOOL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	225	12.7	12.8	12.8
LOW	-1.	323	18.3	18.3	31.1
MODERATE-AVE	0.	502	28.4	28.5	59.6
HIGH	1.	322	18.2	18.3	77.8
VERY HIGH	2.	391	22.1	22.2	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.188 MEDIAN 0.164

VALID CASES 1763 MISSING CASES 3

Field grade

VAR052 IMPORT OF POSSIBLE ASSIGNMENT TO SCHOOL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	255	17.5	17.7	17.7
LOW	-1.	328	22.6	22.7	40.4
MODERATE-AVE	0.	386	26.6	26.8	67.2
HIGH	1.	269	18.6	18.7	85.9
VERY HIGH	2.	204	14.1	14.1	100.0
NONRESPONSIVE	-9.	7	0.5	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.112 MEDIAN -0.142

VALID CASES 1442 MISSING CASES 7

Company grade

VAR053 IMPORT OF LACK OF PROFICIENCY FLYING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	257	14.6	14.6	14.6
LOW	-1.	265	15.0	15.0	29.6
MODERATE-AVE	0.	452	25.6	25.6	55.2
HIGH	1.	362	20.5	20.5	75.7
VERY HIGH	2.	428	24.2	24.3	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.249 MEDIAN 0.296

VALID CASES 1764 MISSING CASES 2

Field grade

VAR053 IMPORT OF LACK OF PROFICIENCY FLYING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	240	16.6	16.6	16.6
LOW	-1.	306	21.1	21.1	37.7
MODERATE-AVE	0.	348	24.0	24.0	61.7
HIGH	1.	262	18.1	18.1	79.8
VERY HIGH	2.	293	20.2	20.2	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.043 MEDIAN 0.013

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR054 IMPORTANCE OF PERFORMANCE EVAL SYSTEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	118	6.7	6.7	6.7
LOW	-1.	200	11.3	11.3	18.0
MODERATE-AVE	0.	489	27.7	27.7	45.7
HIGH	1.	446	25.3	25.3	71.0
VERY HIGH	2.	512	29.0	29.0	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.536 MEDIAN 0.669

VALID CASES 1765 MISSING CASES 1

Field grade

VAR034 IMPORTANCE OF PERFORMANCE EVAL SYSTEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	110	7.6	7.6	7.6
LOW	-1.	227	15.7	15.7	23.3
MODERATE-AVE	0.	422	29.1	29.1	52.4
HIGH	1.	358	24.7	24.7	77.1
VERY HIGH	2.	331	22.9	22.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.396 MEDIAN 0.417

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR055 QUALITY OF USMC PERSONNEL MANAGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	419	23.7	23.7	23.7
POOR	-1.	635	36.0	36.0	59.7
AVERAGE	0.	523	29.6	29.6	89.3
GOOD	1.	176	10.0	10.0	99.3
VERY GOOD	2.	12	0.7	0.7	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.721 MEDIAN -0.770

VALID CASES 1765 MISSING CASES 1

Field grade

VAR055 QUALITY OF USMC PERSONNEL MANAGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	286	19.7	19.8	19.9
POOR	-1.	447	30.8	30.9	50.6
AVERAGE	0.	493	34.0	34.0	84.7
GOOD	1.	202	13.9	14.0	98.6
VERY GOOD	2.	20	1.4	1.4	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.537 MEDIAN -0.520

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR055 QUALITY OF DEPENDENT MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	406	23.0	23.1	23.1
POOR	-1.	581	32.9	33.0	56.0
AVERAGE	0.	525	29.7	29.8	85.9
GOOD	1.	206	11.7	11.7	97.6
VERY GOOD	2.	43	2.4	2.4	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.625 MEDIAN -0.683

VALID CASES 1761 MISSING CASES 5

Field grade

VAR056 QUALITY OF DEPENDENT MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	333	23.0	23.0	23.0
POOR	-1.	552	38.1	38.1	61.2
AVERAGE	0.	396	27.3	27.4	88.5
GOOD	1.	139	9.6	9.6	98.1
VERY GOOD	2.	27	1.9	1.9	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.708 MEDIAN -0.793

VALID CASES 1447 MISSING CASES 2

Company grade

VAR057 AMOUNT OF JOB RECOGNITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	101	5.7	5.7	5.7
POOR	-1.	315	17.8	17.8	23.6
AVERAGE	0.	764	43.3	43.3	66.9
GOOD	1.	513	29.0	29.1	95.9
VERY GOOD	2.	72	4.1	4.1	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.079 MEDIAN 0.111

VALID CASES 1765 MISSING CASES 1

Field grade

VAR057 AMOUNT OF JOB RECOGNITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	49	3.4	3.4	3.4
POOR	-1.	192	13.3	13.3	16.6
AVERAGE	0.	574	39.6	39.6	56.2
GOOD	1.	467	32.2	32.2	88.5
VERY GOOD	2.	167	11.5	11.5	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.353 MEDIAN 0.342

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR058 AMOUNT OF INFLUENCE ON OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	325	18.4	18.4	18.4
POOR	-1.	602	34.1	34.1	52.5
AVERAGE	0.	606	34.3	34.3	86.8
GOOD	1.	209	11.8	11.8	98.6
VERY GOOD	2.	24	1.4	1.4	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.563 MEDIAN -0.573

VALID CASES 1766 MISSING CASES 0

Field grade

VAR058 AMOUNT OF INFLUENCE ON OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	201	13.9	13.9	13.9
POOR	-1.	370	25.5	25.5	39.4
AVERAGE	0.	530	36.6	36.6	76.0
GOOD	1.	297	20.5	20.5	96.5
VERY GOOD	2.	51	3.5	3.5	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.257 MEDIAN -0.210

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR059 USMC RESPONSIVENESS TO PROBLEMS & NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	239	13.5	13.5	13.5
POOR	-1.	483	27.3	27.3	40.9
AVERAGE	0.	753	42.6	42.6	83.5
GOOD	1.	263	14.9	14.9	98.4
VERY GOOD	2.	28	1.6	1.6	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.364 MEDIAN -0.286

VALID CASES 1766 MISSING CASES 0

Field grade

VAR059 USMC RESPONSIVENESS TO PROBLEMS & NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	118	8.1	8.1	8.1
POOR	-1.	294	20.3	20.3	28.4
AVERAGE	0.	633	43.7	43.7	72.1
GOOD	1.	341	23.5	23.5	95.7
VERY GOOD	2.	63	4.3	4.3	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.043 MEDIAN -0.006

VALID CASES 1449 MISSING CASES 0

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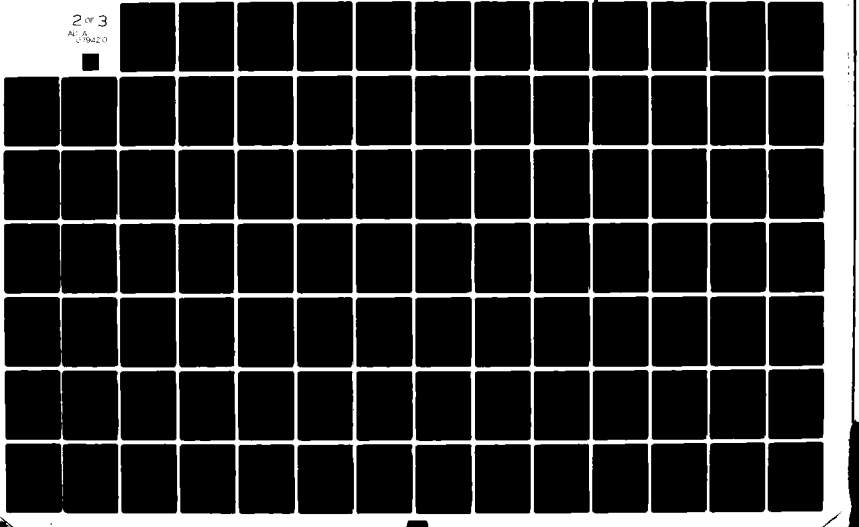

Company grade

VAR060 AMOUNT OF PAY AS NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	171	9.7	9.7	9.7
POOR	-1.	415	23.5	23.5	33.2
AVERAGE	0.	627	35.5	35.5	68.7
GOOD	1.	470	26.6	26.6	95.3
VERY GOOD	2.	83	4.7	4.7	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.059 MEDIAN -0.026

VALID CASES 1766 MISSING CASES 0

Field grade

VAR060 AMOUNT OF PAY AS NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	98	6.8	6.8	6.8
POOR	-1.	303	20.9	20.9	27.7
AVERAGE	0.	531	36.6	36.7	64.4
GOOD	1.	425	29.3	29.4	93.7
VERY GOOD	2.	91	6.3	6.3	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.075 MEDIAN 0.108

VALID CASES 1448 MISSING CASES 1

Company grade

VAR061 EXPECTED QUAL OF FUTURE RETIREMENT PGMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	469	26.6	26.6	26.6
POOR	-1.	907	51.4	51.4	78.0
AVERAGE	0.	307	17.4	17.4	95.4
GOOD	1.	67	3.8	3.8	99.2
VERY GOOD	2.	14	0.8	0.8	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.992 MEDIAN -1.045

VALID CASES 1764 MISSING CASES 2

Field grade

VAR061 EXPECTED QUAL OF FUTURE RETIREMENT PGMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	517	35.7	35.7	35.7
POOR	-1.	714	49.3	49.3	85.1
AVERAGE	0.	167	11.5	11.5	96.6
GOOD	1.	44	3.0	3.0	99.7
VERY GOOD	2.	5	0.3	0.3	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -1.171 MEDIAN -1.211

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR062 QUALITY OF PERFORMANCE EVAL SYSTEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	334	18.9	18.9	18.9
POOR	-1.	482	27.3	27.3	46.2
AVERAGE	0.	646	36.6	36.6	82.8
GOOD	1.	268	15.2	15.2	98.0
VERY GOOD	2.	35	2.0	2.0	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.460 MEDIAN -0.397

VALID CASES 1765 MISSING CASES 1

Field grade

VAR062 QUALITY OF PERFORMANCE EVAL SYSTEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	138	9.5	9.5	9.5
POOR	-1.	284	19.6	19.6	29.1
AVERAGE	0.	554	38.2	38.3	67.4
GOOD	1.	398	27.5	27.5	94.9
VERY GOOD	2.	74	5.1	5.1	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.010 MEDIAN 0.045

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR063 AMT OF CONSIDERATION GIVEN TO DESIRES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	313	17.7	17.7	17.7
POOR	-1.	585	33.1	33.1	50.8
AVERAGE	0.	681	38.6	38.6	89.4
GOOD	1.	175	9.9	9.9	99.3
VERY GOOD	2.	12	0.7	0.7	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.573 MEDIAN -0.526

VALID CASES 1766 MISSING CASES 0

Field grade

VAR063 AMT OF CONSIDERATION GIVEN TO DESIRES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	159	11.0	11.0	11.0
POOR	-1.	354	24.4	24.4	35.4
AVERAGE	0.	637	44.0	44.0	79.4
GOOD	1.	251	17.3	17.3	96.8
VERY GOOD	2.	47	3.2	3.2	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.226 MEDIAN -0.169

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR064 OVERALL "QUALITY OF LIFE"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	39	2.2	2.2	2.2
POOR	-1.	175	9.9	9.9	12.1
AVERAGE	0.	737	41.7	41.8	53.9
GOOD	1.	714	40.4	40.5	94.4
VERY GOOD	2.	99	5.6	5.6	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	0.374	MEDIAN	0.406
VALID CASES	1764	MISSING CASES	2

Field grade

VAR064 OVERALL "QUALITY OF LIFE"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	13	0.9	0.9	0.9
POOR	-1.	109	7.5	7.5	8.4
AVERAGE	0.	496	34.2	34.2	42.7
GOOD	1.	685	47.3	47.3	89.9
VERY GOOD	2.	146	10.1	10.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN	0.581	MEDIAN	0.655
VALID CASES	1449	MISSING CASES	0

TABLE C-1 (CONT'D)

Company grade

VAR065 AMOUNT OF JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	96	5.4	5.4	5.4
POOR	-1.	240	13.6	13.6	19.1
AVERAGE	0.	487	27.6	27.6	46.7
GOOD	1.	672	38.1	38.1	84.8
VERY GOOD	2.	267	15.1	15.2	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.439 MEDIAN 0.586

VALID CASES 1762 MISSING CASES 4

Field grade

VAR065 AMOUNT OF JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	40	2.8	2.8	2.8
POOR	-1.	111	7.7	7.7	10.4
AVERAGE	0.	312	21.5	21.5	32.0
GOOD	1.	627	43.3	43.3	75.3
VERY GOOD	2.	358	24.7	24.7	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.796 MEDIAN 0.916

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR065 VALUE OF CURRENT JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	51	2.9	2.9	2.9
POOR	-1.	152	8.5	8.6	11.5
AVERAGE	0.	461	26.1	26.2	37.7
GOOD	1.	725	41.1	41.1	78.8
VERY GOOD	2.	373	21.1	21.2	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.691 MEDIAN 0.799

VALID CASES 1762 MISSING CASES 4

Field grade

VAR066 VALUE OF CURRENT JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	37	2.6	2.6	2.6
POOR	-1.	102	7.0	7.0	9.6
AVERAGE	0.	295	20.4	20.4	30.0
GOOD	1.	617	42.6	42.6	72.6
VERY GOOD	2.	397	27.4	27.4	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.853 MEDIAN 0.970

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR067 ADVANCEMENT: USMC VS COMMERCIAL AVN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	237	13.4	13.5	13.5
POOR	-1.	519	29.4	29.5	43.0
AVERAGE	0.	625	35.4	35.6	78.6
GOOD	1.	311	17.6	17.7	96.3
VERY GOOD	2.	65	3.7	3.7	100.0
NONRESPONSIVE	-9.	9	0.5	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.314 MEDIAN -0.304

VALID CASES 1757 MISSING CASES 9

Field grade

VAR067 ADVANCEMENT: USMC VS COMMERCIAL AVN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	153	10.6	10.6	10.6
POOR	-1.	370	25.5	25.6	36.1
AVERAGE	0.	494	34.1	34.1	70.3
GOOD	1.	332	22.9	22.9	93.2
VERY GOOD	2.	98	6.8	6.8	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.102 MEDIAN -0.094

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR068 ADVANCEMENT: USMC VS NON-AVN CIV JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	208	11.8	11.8	11.8
POOR	-1.	527	29.8	29.9	41.7
AVERAGE	0.	689	39.0	39.0	80.7
GOOD	1.	279	15.8	15.8	96.5
VERY GOOD	2.	61	3.5	3.5	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.307 MEDIAN -0.287

VALID CASES 1763 MISSING CASES 3

Field grade

VAR068 ADVANCEMENT: USMC VS NON-AVN CIV JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	86	5.9	5.9	5.9
POOR	-1.	299	20.6	20.6	26.6
AVERAGE	0.	645	44.5	44.5	71.1
GOOD	1.	351	24.2	24.2	95.3
VERY GOOD	2.	68	4.7	4.7	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.011 MEDIAN 0.026

VALID CASES 1449 MISSING CASES 0

Company grade

VAR069 RESPONSIBILITY:USMC VS COMMERCIAL AVN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	42	2.4	2.4	2.4
POOR	-1.	161	9.1	9.2	11.6
AVERAGE	0.	540	30.6	30.7	42.3
GOOD	1.	667	37.8	38.0	80.3
VERY GOOD	2.	347	19.6	19.7	100.0
NONRESPONSIVE	-9.	9	0.5	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	0.635	MEDIAN	0.703
VALID CASES	1757	MISSING CASES	9

Field grade

VAR069 RESPONSIBILITY:USMC VS COMMERCIAL AVN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	26	1.8	1.8	1.8
POOR	-1.	71	4.9	4.9	6.7
AVERAGE	0.	356	24.6	24.6	31.3
GOOD	1.	561	38.7	38.8	70.1
VERY GOOD	2.	433	29.9	29.9	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN	0.901	MEDIAN	0.982
VALID CASES	1447	MISSING CASES	2

TABLE C-1 (CONT'D)

Company grade

VAR070 RESPONSIBILITY:USMC VS NONAVN CIV JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	40	2.3	2.3	2.3
POOR	-1.	124	7.0	7.0	9.3
AVERAGE	0.	466	26.4	26.4	35.7
GOOD	1.	639	36.2	36.2	72.0
VERY GOOD	2.	494	28.0	28.0	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.807 MEDIAN 0.894

VALID CASES 1763 MISSING CASES 3

Field grade

VAR070 RESPONSIBILITY:USMC VS NONAVN CIV JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	17	1.2	1.2	1.2
POOR	-1.	77	5.3	5.3	6.5
AVERAGE	0.	329	22.7	22.7	29.2
GOOD	1.	548	37.8	37.8	67.1
VERY GOOD	2.	477	32.9	32.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.961 MEDIAN 1.049

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR071 JOB CHALLENGE: USMC VS COMMERCIAL AVN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	36	2.0	2.0	2.0
POOR	-1.	97	5.5	5.5	7.5
AVERAGE	0.	386	21.9	21.9	29.5
GOOD	1.	672	38.1	38.1	67.6
VERY GOOD	2.	571	32.3	32.4	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.934 MEDIAN 1.039

VALID CASES 1762 MISSING CASES 4

Field grade

VAR071 JOB CHALLENGE: USMC VS COMMERCIAL AVN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	10	0.7	0.7	0.7
POOR	-1.	44	3.0	3.0	3.7
AVERAGE	0.	223	15.4	15.4	19.1
GOOD	1.	526	36.3	36.3	55.4
VERY GOOD	2.	646	44.6	44.6	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.210 MEDIAN 1.351

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR072 JOB CHALLENGE: USMC VS NON-AVN CIV JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	53	3.0	3.0	3.0
POOR	-1.	154	8.7	8.7	11.7
AVERAGE	0.	416	23.6	23.6	35.4
GOOD	1.	596	33.7	33.8	69.2
VERY GOOD	2.	543	30.7	30.8	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.807 MEDIAN 0.933

VALID CASES 1762 MISSING CASES 4

Field grade

VAR072 JOB CHALLENGE: USMC VS NON-AVN CIV JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	19	1.3	1.3	1.3
POOR	-1.	92	6.3	6.3	7.7
AVERAGE	0.	326	22.5	22.5	30.2
GOOD	1.	524	36.2	36.2	66.3
VERY GOOD	2.	488	33.7	33.7	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.945 MEDIAN 1.049

VALID CASES 1449 MISSING CASES 0

Company grade

VAR073 PARTICIPATION IN PLANNING OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	234	13.3	13.3	13.3
POOR	-1.	437	24.7	24.7	38.0
AVERAGE	0.	634	35.9	35.9	73.9
GOOD	1.	368	20.8	20.8	94.7
VERY GOOD	2.	93	5.3	5.3	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.199 MEDIAN -0.166

VALID CASES 1766 MISSING CASES 0

Field grade

VAR073 PARTICIPATION IN PLANNING OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	115	7.9	7.9	7.9
POOR	-1.	310	21.4	21.4	29.3
AVERAGE	0.	506	34.9	34.9	64.3
GOOD	1.	381	26.3	26.3	90.5
VERY GOOD	2.	137	9.5	9.5	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.079 MEDIAN 0.092

VALID CASES 1449 MISSING CASES 0

Company grade

VAR074 AIRLINE HIRING CAUSES NA-NFO ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	306	17.3	17.3	17.3
DISAGREE	-1.	757	42.9	42.9	60.3
UNDECIDED	0.	209	11.8	11.9	72.1
AGREE	1.	393	22.3	22.3	94.4
STRONGLY AGREE	2.	99	5.6	5.6	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.441 MEDIAN -0.739

VALID CASES 1764 MISSING CASES 2

Field grade

VAR074 AIRLINE HIRING CAUSES NA-NFO ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	155	10.7	10.7	10.7
DISAGREE	-1.	545	37.6	37.6	48.3
UNDECIDED	0.	205	14.1	14.2	62.5
AGREE	1.	408	28.2	28.2	90.7
STRONGLY AGREE	2.	135	9.3	9.3	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.122 MEDIAN -0.383

VALID CASES 1448 MISSING CASES 1

Company grade

VAR075 TYPICAL WORK WEEK IS TOO LONG

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	56	3.2	3.2	3.2
DISAGREE	-1.	531	30.1	30.1	33.2
UNDECIDED	0.	469	26.6	26.6	59.9
AGREE	1.	476	27.0	27.0	86.7
STRONGLY AGREE	2.	234	13.3	13.3	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.170 MEDIAN 0.131

VALID CASES 1766 MISSING CASES 0

Field grade

VAR075 TYPICAL WORK WEEK IS TOO LONG

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	118	8.1	8.1	8.1
DISAGREE	-1.	568	39.2	39.2	47.4
UNDECIDED	0.	322	22.2	22.2	69.6
AGREE	1.	298	20.6	20.6	90.2
STRONGLY AGREE	2.	142	9.8	9.8	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.153 MEDIAN -0.382

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR076 CURRENT JOB IS BORING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	322	18.2	18.2	18.2
DISAGREE	-1.	699	39.6	39.6	57.8
UNDECIDED	0.	230	13.0	13.0	70.8
AGREE	1.	294	16.6	16.6	87.5
STRONGLY AGREE	2.	221	12.5	12.5	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.344 MEDIAN -0.697

VALID CASES 1766 MISSING CASES 0

Field grade

VAR076 CURRENT JOB IS BORING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	412	28.4	28.4	28.4
DISAGREE	-1.	516	35.6	35.6	64.0
UNDECIDED	0.	115	7.9	7.9	72.0
AGREE	1.	235	16.2	16.2	88.2
STRONGLY AGREE	2.	171	11.8	11.8	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.527 MEDIAN -0.994

VALID CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

Company grade

VAR077 RESIGNATION WOULD IMPROVE QUAL OF LIFE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	48	2.7	2.7	2.7
DISAGREE	-1.	239	13.5	13.5	16.3
UNDECIDED	0.	387	21.9	21.9	38.2
AGREE	1.	688	39.0	39.0	77.2
STRONGLY AGREE	2.	403	22.8	22.8	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.657 MEDIAN 0.803

VALID CASES 1765 MISSING CASES 1

Field grade

VAR077 RESIGNATION WOULD IMPROVE QUAL OF LIFE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	91	6.3	6.3	6.3
DISAGREE	-1.	344	23.7	23.8	30.1
UNDECIDED	0.	341	23.5	23.6	53.7
AGREE	1.	488	33.7	33.7	87.4
STRONGLY AGREE	2.	182	12.6	12.6	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.225 MEDIAN 0.345

VALID CASES 1446 MISSING CASES 3

TABLE C-1 (CONT'D)

Company grade

VAR078 USMC IS AT LEAST AS GOOD AS EXPECTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	140	7.9	7.9	7.9
DISAGREE	-1.	563	31.9	31.9	39.8
UNDECIDED	0.	467	26.4	26.4	66.3
AGREE	1.	533	30.2	30.2	96.4
STRONGLY AGREE	2.	63	3.6	3.6	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.104 MEDIAN -0.115

VALID CASES 1766 MISSING CASES 0

Field grade

VAR078 USMC IS AT LEAST AS GOOD AS EXPECTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	79	5.5	5.5	5.5
DISAGREE	-1.	385	26.6	26.6	32.0
UNDECIDED	0.	309	21.3	21.3	53.4
AGREE	1.	586	40.4	40.5	93.9
STRONGLY AGREE	2.	89	6.1	6.1	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.153 MEDIAN 0.341

VALID CASES 1448 MISSING CASES 1

Company grade

VAR079 SPOUSE IS GLAD I'M A MARINE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	214	12.1	12.6	12.6
DISAGREE	-1.	363	20.6	21.3	33.9
UNDECIDED	0.	608	34.4	35.7	69.6
AGREE	1.	431	24.4	25.3	94.9
STRONGLY AGREE	2.	86	4.9	5.1	100.0
NONRESPONSIVE	-9.	64	3.6	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.110 MEDIAN -0.049

VALID CASES 1702 MISSING CASES 64

Field grade

VAR079 SPOUSE IS GLAD I'M A MARINE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	137	9.5	9.5	9.5
DISAGREE	-1.	274	18.9	19.1	28.6
UNDECIDED	0.	378	26.1	26.3	54.9
AGREE	1.	502	34.6	34.9	89.8
STRONGLY AGREE	2.	147	10.1	10.2	100.0
NONRESPONSIVE	-9.	11	0.8	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.172 MEDIAN 0.315

VALID CASES 1438 MISSING CASES 11

TABLE C-1 (CONT'D)

Company grade

VAR090 THE USMC "TAKES CARE OF ITS OWN"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	398	22.5	22.6	22.6
DISAGREE	-1.	679	38.4	38.5	61.1
UNDECIDED	0.	403	22.8	22.8	83.9
AGREE	1.	264	14.9	15.0	98.9
STRONGLY AGREE	2.	20	1.1	1.1	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.654 MEDIAN -0.787

VALID CASES 1764 MISSING CASES 2

Field grade

VAR090 THE USMC "TAKES CARE OF ITS OWN"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	194	13.4	13.4	13.4
DISAGREE	-1.	489	33.7	33.7	47.1
UNDECIDED	0.	365	25.2	25.2	72.3
AGREE	1.	368	25.4	25.4	97.7
STRONGLY AGREE	2.	33	2.3	2.3	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.305 MEDIAN -0.385

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR081 USMC NA-NFO IS A TRUE "PROFESSIONAL"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	109	6.1	6.1	6.1
DISAGREE	-1.	396	22.4	22.4	28.6
UNDECIDED	0.	279	15.8	15.8	44.4
AGREE	1.	731	41.4	41.4	85.8
STRONGLY AGREE	2.	251	14.2	14.2	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.352 MEDIAN 0.636

VALID CASES 1765 MISSING CASES 1

Field grade

VAR081 USMC NA-NFO IS A TRUE "PROFESSIONAL"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	41	2.8	2.8	2.8
DISAGREE	-1.	265	18.3	18.3	21.1
UNDECIDED	0.	200	13.8	13.8	34.9
AGREE	1.	726	50.1	50.1	85.1
STRONGLY AGREE	2.	216	14.9	14.9	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.560 MEDIAN 0.800

VALID CASES 1448 MISSING CASES 1

TABLE C-1 (CONT'D)

Company grade

VAR082 CHAIN OF CMD IS RESPONSIVE TO NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	157	8.9	8.9	8.9
DISAGREE	-1.	303	17.2	17.2	26.0
UNDECIDED	0.	393	22.3	22.3	48.3
AGREE	1.	761	43.1	43.1	91.4
STRONGLY AGREE	2.	152	8.6	8.6	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.254 MEDIAN 0.539

VALID CASES 1766 MISSING CASES 0

Field grade

VAR082 CHAIN OF CMD IS RESPONSIVE TO NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	78	5.4	5.4	5.4
DISAGREE	-1.	228	15.7	15.7	21.1
UNDECIDED	0.	331	22.8	22.9	44.0
AGREE	1.	671	46.3	46.3	90.3
STRONGLY AGREE	2.	140	9.7	9.7	100.0
NONRESPONSIVE	-9.	1	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.392 MEDIAN 0.630

VALID CASES 1448 MISSING CASES 1

Company grade

VAR083 SHORTEN WORK WEEK TO REDUCE ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	180	10.2	10.2	10.2
DISAGREE	-1.	605	34.3	34.4	44.6
UNDECIDED	0.	438	24.8	24.9	69.5
AGREE	1.	420	23.8	23.9	93.4
STRONGLY AGREE	2.	116	6.6	6.6	100.0
NONRESPONSIVE	-9.	7	0.4	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.178 MEDIAN -0.284

VALID CASES 1759 MISSING CASES 7

Field grade

VAR083 SHORTEN WORK WEEK TO REDUCE ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	148	10.2	10.3	10.3
DISAGREE	-1.	510	35.2	35.4	45.7
UNDECIDED	0.	396	27.3	27.5	73.1
AGREE	1.	308	21.3	21.4	94.5
STRONGLY AGREE	2.	79	5.5	5.5	100.0
NONRESPONSIVE	-9.	8	0.6	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.236 MEDIAN -0.342

VALID CASES 1441 MISSING CASES 8

TABLE C-1 (CONT'D)

Company grade

VAR084 PERCEPTION OF AUGMENT CHANCES [USMCR]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
GOOD-AND ACCEPT	0.	196	11.1	33.5	33.5
GOOD-BUT DECLINE	1.	207	11.7	35.4	68.9
POOR-BUT ACCEPT	2.	104	5.9	17.8	86.7
POOR-AND DECLINE	3.	32	1.8	5.5	92.1
WILL NOT APPLY	4.	46	2.6	7.9	100.0
NONRESPONSIVE	-9.	1181	66.9	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 1.188 MEDIAN 0.966

VALID CASES 585 MISSING CASES 1181

Field grade

VAR084 PERCEPTION OF AUGMENT CHANCES [USMCR]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
GOOD-AND ACCEPT	0.	7	0.5	12.5	12.5
GOOD-BUT DECLINE	1.	5	0.3	8.9	21.4
POOR-BUT ACCEPT	2.	15	1.0	26.8	48.2
POOR-AND DECLINE	3.	3	0.2	5.4	53.6
WILL NOT APPLY	4.	26	1.8	46.4	100.0
NONRESPONSIVE	-9.	1393	96.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 2.643 MEDIAN 2.833

VALID CASES 56 MISSING CASES 1393

TABLE C-1 (CONT'D)

Company grade

VAR035 AFFECT OF AUGMENT CHANCES ON INTENT [3]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	32	1.8	4.7	4.7
INDUCES RESIG	-1.	94	5.3	13.8	18.5
NONE-UNCERTAIN	0.	388	22.0	57.0	75.5
INDUCES RETEN	1.	117	6.6	17.2	92.7
VS INDUCES RETEN	2.	50	2.8	7.3	100.0
NONRESPONSIVE	-9.	1085	61.4	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.087 MEDIAN 0.053

VALID CASES 681 MISSING CASES 1085

Field grade

VAR035 AFFECT OF AUGMENT CHANCES ON INTENT [3]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	7	0.5	5.3	5.3
INDUCES RESIG	-1.	22	1.5	16.7	22.0
NONE-UNCERTAIN	0.	70	4.8	53.0	75.0
INDUCES RETEN	1.	20	1.4	15.2	90.2
VS INDUCES RETEN	2.	13	0.9	9.9	100.0
NONRESPONSIVE	-9.	1317	90.9	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.076 MEDIAN 0.029

VALID CASES 132 MISSING CASES 1317

TABLE C-1 (CONT'D)

Company grade

VAR086 AFFECT OF TIME-IN-GRADE RQMTS ON INTENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	171	9.7	9.7	9.7
INDUCES RESIG	-1.	696	39.4	39.5	49.3
NONE-UNCERTAIN	0.	771	43.7	43.8	93.1
INDUCES RETEN	1.	107	6.1	6.1	99.1
VS INDUCES RETEN	2.	15	0.8	0.9	100.0
NONRESPONSIVE	-9.	6	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.512 MEDIAN -0.483

VALID CASES 1760 MISSING CASES 6

Field grade

VAR086 AFFECT OF TIME-IN-GRADE RQMTS ON INTENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES RESIG	-2.	86	5.9	6.0	6.0
INDUCES RESIG	-1.	399	27.5	27.7	33.7
NONE-UNCERTAIN	0.	820	56.5	57.0	90.7
INDUCES RETEN	1.	112	7.7	7.8	98.5
VS INDUCES RETEN	2.	22	1.5	1.5	100.0
NONRESPONSIVE	-9.	10	0.7	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.288 MEDIAN -0.214

VALID CASES 1439 MISSING CASES 10

Company grade

VAR088 CURRENT ACIP IS ADEQUATE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	722	40.9	41.0	41.0
DISAGREE	-1.	620	35.1	35.2	76.1
UNDECIDED	0.	156	8.8	8.9	85.0
AGREE	1.	216	12.2	12.3	97.2
STRONGLY AGREE	2.	49	2.8	2.8	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.993 MEDIAN -1.243

VALID CASES 1763 MISSING CASES 3

Field grade

VAR088 CURRENT ACIP IS ADEQUATE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	571	39.4	39.5	39.5
DISAGREE	-1.	517	35.7	35.8	75.3
UNDECIDED	0.	105	7.2	7.3	82.6
AGREE	1.	205	14.1	14.2	96.7
STRONGLY AGREE	2.	47	3.2	3.3	100.0
NONRESPONSIVE	-9.	4	0.3	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.941 MEDIAN -1.207

VALID CASES 1445 MISSING CASES 4

TABLE C-1 (CONT'D)

Company grade

VAR087 SNAG & EAD ARE POSITIVE INCENTIVES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	287	16.3	16.3	16.3
DISAGREE	-1.	583	33.0	33.1	49.4
UNDECIDED	0.	507	28.7	28.8	78.2
AGREE	1.	336	19.0	19.1	97.3
STRONGLY AGREE	2.	47	2.7	2.7	100.0
NONRESPONSIVE	-9.	6	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.413 MEDIAN -0.480

VALID CASES 1760 MISSING CASES 6

Field grade

VAR087 SNAG & EAD ARE POSITIVE INCENTIVES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	103	7.1	7.1	7.1
DISAGREE	-1.	358	24.7	24.8	31.9
UNDECIDED	0.	436	30.1	30.2	62.2
AGREE	1.	493	34.0	34.2	96.3
STRONGLY AGREE	2.	53	3.7	3.7	100.0
NONRESPONSIVE	-9.	6	0.4	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.024 MEDIAN 0.097

VALID CASES 1443 MISSING CASES 6

TABLE C-1 (CONT'D)

Company grade

VAR089 REDUCE OPTEMPO TO REDUCE ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	349	19.7	19.8	19.8
DISAGREE	-1.	562	31.9	31.9	51.7
UNDECIDED	0.	235	13.3	13.3	65.0
AGREE	1.	394	22.3	22.4	87.4
STRONGLY AGREE	2.	222	12.6	12.6	100.0
NONRESPONSIVE	-9.	5	0.3	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.239 MEDIAN -0.552

VALID CASES 1761 MISSING CASES 5

Field grade

VAR089 REDUCE OPTEMPO TO REDUCE ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	136	9.4	9.4	9.4
DISAGREE	-1.	388	26.8	26.8	36.2
UNDECIDED	0.	154	10.6	10.6	46.9
AGREE	1.	453	31.3	31.3	78.2
STRONGLY AGREE	2.	316	21.8	21.8	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.294 MEDIAN 0.600

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR090 6-MO DEP IS GOOD ALT TO 12-MO UNACC TOUR

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	163	9.2	9.3	9.3
DISAGREE	-1.	176	10.0	10.0	19.2
UNDECIDED	0.	155	8.8	8.8	28.0
AGREE	1.	587	33.2	33.3	61.4
STRONGLY AGREE	2.	681	38.5	38.6	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.821 MEDIAN 1.159

VALID CASES 1762 MISSING CASES 4

Field grade

VAR090 6-MO DEP IS GOOD ALT TO 12-MO UNACC TOUR

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	130	9.0	9.0	9.0
DISAGREE	-1.	155	10.7	10.7	19.7
UNDECIDED	0.	133	9.2	9.2	28.9
AGREE	1.	497	34.3	34.3	63.2
STRONGLY AGREE	2.	532	36.7	36.8	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.792 MEDIAN 1.115

VALID CASES 1447 MISSING CASES 2

TABLE C-1 (CONT'D)

Company grade

VAR091 ONE 12-MO DEP IS PREF TO TWO 6-MO DEPS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	510	28.9	28.9	28.9
DISAGREE	-1.	689	39.0	39.1	68.0
UNDECIDED	0.	209	11.8	11.9	79.9
AGREE	1.	221	12.5	12.5	92.5
STRONGLY AGREE	2.	133	7.5	7.5	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN -0.694 MEDIAN -0.962

VALID CASES 1762 MISSING CASES 4

Field grade

VAR091 ONE 12-MO DEP IS PREF TO TWO 6-MO DEPS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	395	27.3	27.3	27.3
DISAGREE	-1.	571	39.4	39.5	66.8
UNDECIDED	0.	145	10.0	10.0	76.8
AGREE	1.	204	14.1	14.1	90.9
STRONGLY AGREE	2.	131	9.0	9.1	100.0
NONRESPONSIVE	-9.	3	0.2	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN -0.619 MEDIAN -0.926

VALID CASES 1446 MISSING CASES 3

TABLE C-1 (CONT'D)

Company grade

VAR092 UNIT DEPLOYMENT REDUCES ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	184	10.4	10.4	10.4
DISAGREE	-1.	321	18.2	18.2	28.6
UNDECIDED	0.	443	25.1	25.1	53.7
AGREE	1.	623	35.3	35.3	89.1
STRONGLY AGREE	2.	193	10.9	10.9	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN	0.181	MEDIAN	0.351
VALID CASES	1764	MISSING CASES	2

Field grade

VAR092 UNIT DEPLOYMENT REDUCES ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	128	8.8	8.9	8.9
DISAGREE	-1.	263	18.2	18.2	27.1
UNDECIDED	0.	307	21.2	21.2	48.3
AGREE	1.	541	37.3	37.4	85.7
STRONGLY AGREE	2.	206	14.2	14.3	100.0
NONRESPONSIVE	-9.	4	0.3	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN	0.300	MEDIAN	0.545
VALID CASES	1445	MISSING CASES	4

Company grade

VAR093 PUBLIC VIEW OF PRESTIGE OF NA-NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LOW	-2.	49	2.8	2.8	2.8
BELOW AVE	-1.	219	12.4	12.4	15.2
AVERAGE	0.	420	23.8	23.8	39.0
ABOVE AVE	1.	831	47.1	47.2	86.2
HIGH	2.	243	13.8	13.8	100.0
NONRESPONSIVE	-9.	4	0.2	MISSING	100.0
	TOTAL	1756	100.0	100.0	

MEAN 0.568 MEDIAN 0.732

VALID CASES 1752 MISSING CASES 4

Field grade

VAR093 PUBLIC VIEW OF PRESTIGE OF NA-NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LOW	-2.	49	3.4	3.4	3.4
BELOW AVE	-1.	193	13.3	13.4	16.8
AVERAGE	0.	306	21.1	21.2	38.0
ABOVE AVE	1.	677	46.7	46.9	85.0
HIGH	2.	217	15.0	15.0	100.0
NONRESPONSIVE	-9.	7	0.5	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 0.569 MEDIAN 0.756

VALID CASES 1442 MISSING CASES 7

Company grade

VAR094 OWN VIEW OF PRESTIGE OF NA-NFD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LOW	-2.	24	1.4	1.4	1.4
BELOW AVE	-1.	84	4.8	4.8	6.1
AVERAGE	0.	350	19.8	19.9	26.1
ABOVE AVE	1.	833	47.2	47.4	73.4
HIGH	2.	467	26.4	26.6	100.0
NONRESPONSIVE	-9.	8	0.5	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.930 MEDIAN 1.005

VALID CASES 1758 MISSING CASES 8

Field grade

VAR094 OWN VIEW OF PRESTIGE OF NA-NFD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LOW	-2.	11	0.8	0.8	0.8
BELOW AVE	-1.	46	3.2	3.2	4.0
AVERAGE	0.	216	14.9	15.0	19.0
ABOVE AVE	1.	670	46.2	46.5	65.5
HIGH	2.	497	34.3	34.5	100.0
NONRESPONSIVE	-9.	9	0.6	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.108 MEDIAN 1.167

VALID CASES 1440 MISSING CASES 9

TABLE C-1 (CONT'D)

Company grade

VAR095 CURRENT ATTITUDE TOWARD USMC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY UNFAVORABLE	-2.	75	4.2	4.3	4.3
UNFAVORABLE	-1.	275	15.6	15.8	20.0
NEUTRAL	0.	285	16.1	16.3	36.4
FAVORABLE	1.	814	46.1	46.6	83.0
VERY FAVORABLE	2.	297	15.8	17.0	100.0
NONRESPONSIVE	-9.	20	1.1	MISSING	100.0
	TOTAL	1766	100.0	100.0	

MEAN 0.563 MEDIAN 0.792

VALID CASES 1746 MISSING CASES 20

Field grade

VAR095 CURRENT ATTITUDE TOWARD USMC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY UNFAVORABLE	-2.	17	1.2	1.2	1.2
UNFAVORABLE	-1.	108	7.5	7.6	8.8
NEUTRAL	0.	128	8.8	9.0	17.8
FAVORABLE	1.	708	48.9	49.8	67.5
VERY FAVORABLE	2.	462	31.9	32.5	100.0
NONRESPONSIVE	-9.	26	1.8	MISSING	100.0
	TOTAL	1449	100.0	100.0	

MEAN 1.047 MEDIAN 1.148

VALID CASES 1423 MISSING CASES 26

TABLE C-1 (CONT'D)

Company grade

NARRATIVE COMMENT SHEETS SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NO COMMENT	-9.	843	47.7	47.7	47.7
COMMENT	0.	923	52.3	52.3	100.0
	TOTAL	1766	100.0	100.0	

MEAN	-4.296	MEDIAN	-4.110
VALID CASES	1766	MISSING CASES	0

Field grade

NARRATIVE COMMENT SHEETS SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NO COMMENT	-9.	795	54.9	54.9	54.9
COMMENT	0.	654	45.1	45.1	100.0
	TOTAL	1449	100.0	100.0	

MEAN	-4.938	MEDIAN	-5.298
VALID CASES	1449	MISSING CASES	0

Company grade

WEEK RESPONSE SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FIRST WEEK	0.	42	2.4	2.4	2.4
SECOND WEEK	1.	355	20.1	20.1	22.5
THIRD WEEK	2.	429	24.2	24.2	46.7
FOURTH WEEK	3.	356	20.2	20.2	66.9
FIFTH WEEK	4.	165	9.3	9.3	76.2
OTHER	8.	420	23.9	23.8	100.0
	TOTAL	1766	100.0	100.0	

MEAN	3.557	MEDIAN	2.663
VALID CASES	1766	MISSING CASES	0

Field grade

WEEK RESPONSE SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FIRST WEEK	0.	1	0.1	0.1	0.1
SECOND WEEK	1.	313	21.6	21.6	21.7
THIRD WEEK	2.	542	37.4	37.4	59.1
FOURTH WEEK	3.	328	22.6	22.6	81.7
FIFTH WEEK	4.	100	6.9	6.9	88.6
OTHER	8.	165	11.4	11.4	100.0
	TOTAL	1449	100.0	100.0	

MEAN	2.830	MEDIAN	2.257
VALID CASES	1449	MISSING CASES	0

TABLE C-2

TABULATION OF RESPONSES OF SEPARATED PILOTS AND NFOs

VAR001 RANK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1ST LT	1.	5	5.6	5.6	5.6
CAPT	2.	78	87.6	87.6	93.3
MAJOR	3.	6	6.7	6.7	100.0
	TOTAL	89	100.0	100.0	

MEAN 2.011 MEDIAN 2.006

VALID CASES 89 MISSING CASES 0

VAR002 PRIMARY MOS (1)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-01	0.	14	15.7	15.9	15.9
7508	1.	4	4.5	4.5	20.5
7510-11	2.	5	5.6	5.7	26.1
7520-22	3.	14	15.7	15.9	42.0
7540-45	4.	2	2.2	2.3	44.3
7550-57	5.	5	5.6	5.7	50.0
7560-65	6.	26	29.2	29.5	79.5
7575-76	7.	4	4.5	4.5	84.1
7581-88 OR 9907	8.	14	15.7	15.9	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 4.375 MEDIAN 5.500

VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAR003 PRIMARY MOS [2]

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-76, 7597-98	0.	69	77.5	81.2	81.2
7581	1.	1	1.1	1.2	82.4
7582	2.	3	3.4	3.5	85.9
7583	3.	5	5.6	5.9	91.8
7584	4.	1	1.1	1.2	92.9
7587	7.	5	5.6	5.9	98.8
7588	8.	1	1.1	1.2	100.0
NONRESPONSIVE	-9.	4	4.5	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.812 MEDIAN 0.116

VALID CASES 85 MISSING CASES 4

VAR004 MARITAL STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SINGLE	0.	13	14.6	14.6	14.6
MARRIED	1.	69	77.5	77.5	92.1
DIVORCED	2.	4	4.5	4.5	96.6
SEPARATED	3.	3	3.4	3.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.966 MEDIAN 0.957

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR005 NUMBER OF DEPENDENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.	16	18.0	18.0	18.0
ONE	1.	17	19.1	19.1	37.1
TWO	2.	17	19.1	19.1	56.2
THREE	3.	29	32.6	32.6	88.8
FOUR	4.	8	9.0	9.0	97.8
FIVE	5.	1	1.1	1.1	98.9
SIX	6.	1	1.1	1.1	100.0
	TOTAL	89	100.0	100.0	

MEAN 2.034 MEDIAN 2.176

VALID CASES 89 MISSING CASES 0

VAR006 SOURCE OF COMMSSION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SERVICE ACADEMY	0.	23	25.8	25.8	25.8
NROTC-REGULAR	1.	13	14.6	14.6	40.4
NROTC-RESERVE	2.	3	3.4	3.4	43.8
PLC-REGULAR	3.	4	4.5	4.5	48.3
PLC-RESERVE	4.	16	18.0	18.0	66.3
NAVCAD-MARCAD	5.	1	1.1	1.1	67.4
OCS	6.	26	29.2	29.2	96.6
OTHER	7.	3	3.4	3.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 3.112 MEDIAN 3.594

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VARC07 YEAR OF BIRTH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1951-1952	27.5	8	9.0	9.0	9.0
1949-1950	29.5	32	36.0	36.0	44.9
1947-1948	31.5	21	23.6	23.6	68.5
1945-1946	33.5	17	19.1	19.1	87.6
1943-1944	35.5	9	10.1	10.1	97.8
1941-1942	37.5	2	2.2	2.2	100.0
	TOTAL	89	100.0	100.0	

MEAN 31.343 MEDIAN 30.929

VALID CASES 89 MISSING CASES 0

VAR008 MONTH & YEAR OF SEPARATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
DEC 1978	8.	5	5.6	5.6	5.6
NOV 1978	9.	9	10.1	10.1	15.7
OCT 1978	10.	12	13.5	13.5	29.2
SEP 1978	11.	13	14.6	14.6	43.8
AUG 1978	12.	11	12.4	12.4	56.2
JUL 1978	13.	6	6.7	6.7	62.9
JUN 1978	14.	26	29.2	29.2	92.1
MAY 1978	15.	3	3.4	3.4	95.5
BEFORE MAY 1978	16.	4	4.5	4.5	100.0
	TOTAL	89	100.0	100.0	

MEAN 11.989 MEDIAN 12.000

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR009 YEARS SERVED IN USMC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FIVE	5.0	9	10.1	10.1	10.1
SIX	6.0	19	21.3	21.3	31.5
SEVEN	7.0	13	14.6	14.6	46.1
EIGHT	8.0	10	11.2	11.2	57.3
NINE	9.0	13	14.6	14.6	71.9
TEN	10.0	7	7.9	7.9	79.8
MORE THAN TEN	12.4	18	20.2	20.2	100.0
	TOTAL	89	100.0	100.0	

MEAN 8.317 MEDIAN 7.850

VALID CASES 89 MISSING CASES 0

VAR010 TOTAL FLIGHT HOURS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
GE 400. LT 600	500.	1	1.1	1.1	1.1
GE 600. LT 800	700.	7	7.9	7.9	9.0
GE 800. LT 1000	900.	6	6.7	6.7	15.7
GE 1000. LT 1200	1100.	13	14.6	14.6	30.3
GE 1200. LT 1400	1300.	9	10.1	10.1	40.4
GE 1400. LT 1600	1500.	20	22.5	22.5	62.9
GE 1600. LT 1800	1700.	4	4.5	4.5	67.4
GE 1800	1900.	29	32.6	32.6	100.0
	TOTAL	89	100.0	100.0	

MEAN 1446.067 MEDIAN 1485.000

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR011 DUTY STATUS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
REGULAR	0.	86	96.6	96.6	96.6
RESERVE	1.	3	3.4	3.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.034 MEDIAN 0.017

VALID CASES 89 MISSING CASES 0

VAR012 LAST DUTY STATION PRIOR TO SEPARATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
HQMC OR QUANTICO	0.	1	1.1	1.1	1.1
CHERRY POINT	1.	11	12.4	12.4	13.5
NEW RIVER	2.	4	4.5	4.5	18.0
BEAUFORT, S.C.	3.	10	11.2	11.2	29.2
CAMP PENDLETON	4.	5	5.6	5.6	34.8
ELTORO&SANTA-ANA	5.	27	30.3	30.3	65.2
HAWAII	6.	3	3.4	3.4	68.5
JAPAN	7.	1	1.1	1.1	69.7
NATC	8.	16	18.0	18.0	87.6
OTHER	9.	11	12.4	12.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 5.124 MEDIAN 5.000

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR013 MAIN REASON FOR BECOMING USPC NA OR NFO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAMILY	0.	3	3.4	3.4	3.4
PEERS	1.	1	1.1	1.1	4.5
CHALLENGE	2.	55	61.8	61.8	66.3
SERVE COUNTRY	4.	22	24.7	24.7	91.0
RECRUITER-OSO	5.	1	1.1	1.1	92.1
PREF OTHER SVC	6.	3	3.4	3.4	95.5
PREP FOR CIV JOB	7.	2	2.2	2.2	97.8
FLIGHT PAY	8.	2	2.2	2.2	100.0
	TOTAL	89	100.0	100.0	

MEAN 2.831 MEDIAN 2.236

VALID CASES 89 MISSING CASES 0

VAR014 TIME SEPARATED FROM DEPENDENTS (MONTHS)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NONE	0.0	3	3.4	4.0	4.0
FEWER THAN 6	3.0	11	12.4	14.7	18.7
6-11	8.5	11	12.4	14.7	33.3
12-17	14.5	15	16.9	20.0	53.3
18-23	20.5	10	11.2	13.3	66.7
24-29	26.5	10	11.2	13.3	80.0
30-35	32.5	10	11.2	13.3	93.3
36-41	38.5	3	3.4	4.0	97.3
42 OR MORE	44.5	2	2.2	2.7	100.0
NONRESPONSIVE	-9.0	1	1.1	MISSING	100.0
NO DEPENDENTS	-8.0	13	14.6	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 17.913 MEDIAN 15.500

VALID CASES 75 MISSING CASES 14

TABLE C-2 (CONT'D)

VAR015 CURRENT JOB FIELD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
UNEMPLOYED	0.	8	9.0	9.0	9.0
FEDERAL GOVT	1.	3	3.4	3.4	12.4
STATE-LOCAL GOVT	2.	1	1.1	1.1	13.5
AIRCRAFT MFG	3.	1	1.1	1.1	14.6
AIRLINES	4.	38	42.7	42.7	57.3
EDUCATION	5.	2	2.2	2.2	59.6
ELECTRONICS	6.	3	3.4	3.4	62.9
OR-SA	7.	3	3.4	3.4	66.3
SELF-EMPLOYED	8.	6	6.7	6.7	73.0
OTHER	9.	24	27.0	27.0	100.0
	TOTAL	89	100.0	100.0	

MEAN 5.315 MEDIAN 4.329

VALID CASES 89 MISSING CASES 0

VAR016 IMPORTANCE OF JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	5	5.6	5.7	5.7
LOW	-1.	10	11.2	11.4	17.0
MODERATE-AVE	0.	8	9.0	9.1	26.1
HIGH	1.	20	22.5	22.7	48.9
VERY HIGH	2.	45	50.6	51.1	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.023 MEDIAN 1.522

VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAR017 IMPORTANCE OF LENGTH OF WORK WEEK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	22	24.7	24.7	24.7
LOW	-1.	22	24.7	24.7	49.4
MODERATE-AVE	0.	27	30.3	30.3	79.8
HIGH	1.	14	15.7	15.7	95.5
VERY HIGH	2.	4	4.5	4.5	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.494 MEDIAN -0.481

VALID CASES 89 MISSING CASES 0

VAR018 IMPORTANCE OF PERSONNEL MANAGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LOW	-1.	1	1.1	1.1	1.1
MODERATE-AVE	0.	7	7.9	7.9	9.0
HIGH	1.	18	20.2	20.2	29.2
VERY HIGH	2.	63	70.8	70.8	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.607 MEDIAN 1.794

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR019 IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	4	4.5	4.5	4.5
LOW	-1.	10	11.2	11.2	15.7
MODERATE-AVE	0.	25	28.1	28.1	43.8
HIGH	1.	18	20.2	20.2	64.0
VERY HIGH	2.	32	36.0	36.0	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.719 MEDIAN 0.806

VALID CASES 89 MISSING CASES 0

VAR020 IMPORT OF LACK OF PROFICIENCY FLYING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	13	14.6	14.6	14.6
LOW	-1.	12	13.5	13.5	28.1
MODERATE-AVE	0.	14	15.7	15.7	43.8
HIGH	1.	22	24.7	24.7	68.5
VERY HIGH	2.	28	31.5	31.5	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.449 MEDIAN 0.750

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR021 IMPORT OF NON-AVN JOB OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	16	18.0	18.0	18.0
LOW	-1.	16	18.0	18.0	36.0
MODERATE-AVE	0.	26	29.2	29.2	65.2
HIGH	1.	14	15.7	15.7	80.9
VERY HIGH	2.	17	19.1	19.1	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.000 MEDIAN -0.019

VALID CASES 89 MISSING CASES 0

VAR022 IMPORTANCE OF AIRLINE HIRINGS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	37	41.6	41.6	41.6
LOW	-1.	11	12.4	12.4	53.9
MODERATE-AVE	0.	11	12.4	12.4	66.3
HIGH	1.	12	13.5	13.5	79.8
VERY HIGH	2.	18	20.2	20.2	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.416 MEDIAN -0.819

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR023 IMPORTANCE OF TIME AWAY FROM FAMILY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	3	3.4	3.4	3.4
LOW	-1.	9	10.1	10.1	13.5
MODERATE-AVE	0.	21	23.6	23.6	37.1
HIGH	1.	30	33.7	33.7	70.8
VERY HIGH	2.	26	29.2	29.2	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.753 MEDIAN 0.883

VALID CASES 89 MISSING CASES 0

VAR024 IMPORTANCE OF "QUALITY OF LIFE"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	8	9.0	9.0	9.0
LOW	-1.	15	16.9	16.9	25.8
MODERATE-AVE	0.	23	25.8	25.8	51.7
HIGH	1.	22	24.7	24.7	76.4
VERY HIGH	2.	21	23.6	23.6	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.371 MEDIAN 0.435

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR025 IMPORTANCE OF BELIEF THAT JOB HAS VALUE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	8	9.0	9.0	9.0
LOW	-1.	9	10.1	10.1	19.1
MODERATE-AVE	0.	21	23.6	23.6	42.7
HIGH	1.	21	23.6	23.6	66.3
VERY HIGH	2.	30	33.7	33.7	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.629 MEDIAN 0.810

VALID CASES 89 MISSING CASES 0

VAR026 IMPORTANCE OF DEPENCENT MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	8	9.0	9.0	9.0
LOW	-1.	16	18.0	18.0	27.0
MODERATE-AVE	0.	16	18.0	18.0	44.9
HIGH	1.	25	28.1	28.1	73.0
VERY HIGH	2.	24	27.0	27.0	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.461 MEDIAN 0.680

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR027 IMPORTANCE OF JOB RECOGNITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	6	6.7	6.7	6.7
LOW	-1.	18	20.2	20.2	27.0
MODERATE-AVE	0.	20	22.5	22.5	49.4
HIGH	1.	26	29.2	29.2	78.7
VERY HIGH	2.	19	21.3	21.3	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.382 MEDIAN 0.519

VALID CASES 89 MISSING CASES 0

VAR028 IMPORTANCE OF INFLUENCE ON OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	1	1.1	1.1	1.1
LOW	-1.	2	2.2	2.2	3.4
MODERATE-AVE	0.	10	11.2	11.2	14.6
HIGH	1.	40	44.9	44.9	59.6
VERY HIGH	2.	36	40.4	40.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.213 MEDIAN 1.288

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR029 IMPORT OF USMC-CIVILIAN PAY DIFFERENTIAL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	15	16.9	16.9	16.9
LOW	-1.	21	23.6	23.6	40.4
MODERATE-AVE	0.	21	23.6	23.6	64.0
HIGH	1.	11	12.4	12.4	76.4
VERY HIGH	2.	21	23.6	23.6	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.022 MEDIAN -0.095

VALID CASES 89 MISSING CASES 0

VAR030 IMPORT OF UNCERTAINTY IN RETIREMENT PGMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	11	12.4	12.4	12.4
LOW	-1.	8	9.0	9.0	21.3
MODERATE-AVE	0.	24	27.0	27.0	48.3
HIGH	1.	20	22.5	22.5	70.8
VERY HIGH	2.	26	29.2	29.2	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.472 MEDIAN 0.575

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR031 IMPORT OF CONSIDERATION FOR OWN DESIRES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	2	2.2	2.2	2.2
LOW	-1.	7	7.9	7.9	10.1
MODERATE-AVE	0.	18	20.2	20.2	30.3
HIGH	1.	23	25.8	25.8	56.2
VERY HIGH	2.	39	43.8	43.8	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.011 MEDIAN 1.261

VALID CASES 89 MISSING CASES 0

VAR032 IMPORTANCE OF ADVANCEMENT OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	3	3.4	3.4	3.4
LOW	-1.	7	7.9	7.9	11.2
MODERATE-AVE	0.	20	22.5	22.5	33.7
HIGH	1.	27	30.3	30.3	64.0
VERY HIGH	2.	32	36.0	36.0	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.876 MEDIAN 1.037

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR033 IMPORTANCE OF RESPONSIBILITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	17	19.1	19.1	19.1
LOW	-1.	20	22.5	22.5	41.6
MODERATE-AVE	0.	15	16.9	16.9	58.4
HIGH	1.	26	29.2	29.2	87.6
VERY HIGH	2.	11	12.4	12.4	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.067 MEDIAN 0.000

VALID CASES 89 MISSING CASES 0

VAR034 IMPORTANCE OF JOB CHALLENGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	16	18.0	18.2	18.2
LOW	-1.	19	21.3	21.6	39.8
MODERATE-AVE	0.	13	14.6	14.8	54.5
HIGH	1.	21	23.6	23.9	78.4
VERY HIGH	2.	19	21.3	21.6	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.091 MEDIAN 0.192

VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAR035 IMPORTANCE OF JOB PRESTIGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	11	12.4	12.5	12.5
LOW	-1.	32	36.0	36.4	48.9
MODERATE-AVE	0.	25	28.1	28.4	77.3
HIGH	1.	11	12.4	12.5	89.8
VERY HIGH	2.	9	10.1	10.2	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.284 MEDIAN -0.460

VALID CASES 88 MISSING CASES 1

VAR036 IMPORT OF RESPONSE TO PROBLEMS & NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	2	2.2	2.3	2.3
LOW	-1.	9	10.1	10.2	12.5
MODERATE-AVE	0.	20	22.5	22.7	35.2
HIGH	1.	24	27.0	27.3	62.5
VERY HIGH	2.	33	37.1	37.5	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.875 MEDIAN 1.042

VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAR037 IPPORT OF ASSIGNMENT TO NON-FLYING JOBS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	2	2.2	2.3	2.3
LOW	-1.	6	6.7	6.8	9.1
MODERATE-AVE	0.	12	13.5	13.6	22.7
HIGH	1.	15	16.9	17.0	39.8
VERY HIGH	2.	53	59.6	60.2	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.261 MEDIAN 1.670

VALID CASES 88 MISSING CASES 1

VAR038 IMPORTANCE OF PERFORMANCE EVAL SYSTEM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW	-2.	12	13.5	13.6	13.6
LOW	-1.	13	14.6	14.8	28.4
MODERATE-AVE	0.	23	25.8	26.1	54.5
HIGH	1.	15	16.9	17.0	71.6
VERY HIGH	2.	25	28.1	28.4	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.318 MEDIAN 0.326

VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAR039 QUALITY OF USMC PERSONNEL MANAGEMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	36	40.4	40.9	40.9
POOR	-1.	32	36.0	36.4	77.3
AVERAGE	0.	17	19.1	19.3	96.6
GOOD	1.	3	3.4	3.4	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -1.148 MEDIAN -1.250

VALID CASES 88 MISSING CASES 1

VAR040 QUALITY OF DEPENDENT MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	21	23.6	23.6	23.6
POOR	-1.	21	23.6	23.6	47.2
AVERAGE	0.	27	30.3	30.3	77.5
GOOD	1.	14	15.7	15.7	93.3
VERY GOOD	2.	6	6.7	6.7	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.416 MEDIAN -0.407

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR041 AMOUNT OF JOB RECOGNITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	4	4.5	4.5	4.5
POOR	-1.	13	14.6	14.6	19.1
AVERAGE	0.	31	34.8	34.8	53.9
GOOD	1.	34	38.2	38.2	92.1
VERY GOOD	2.	7	7.9	7.9	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.303 MEDIAN 0.387

VALID CASES 89 MISSING CASES 0

VAR042 AMOUNT OF INFLUENCE ON OWN CAREER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	20	22.5	22.5	22.5
POOR	-1.	29	32.6	32.6	55.1
AVERAGE	0.	22	24.7	24.7	79.8
GOOD	1.	16	18.0	18.0	97.8
VERY GOOD	2.	2	2.2	2.2	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.551 MEDIAN -0.655

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR043 USMC RESPONSIVENESS TO PROBLEMS & NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	18	20.2	20.2	20.2
POOR	-1.	24	27.0	27.0	47.2
AVERAGE	0.	33	37.1	37.1	84.3
GOOD	1.	12	13.5	13.5	97.8
VERY GOOD	2.	2	2.2	2.2	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.494 MEDIAN -0.424

VALID CASES 89 MISSING CASES 0

VAR044 AMOUNT OF PAY AS NA OR NFC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	1	1.1	1.1	1.1
POOR	-1.	5	5.6	5.6	6.7
AVERAGE	0.	30	33.7	33.7	40.4
GOOD	1.	31	34.8	34.8	75.3
VERY GOOD	2.	22	24.7	24.7	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.764 MEDIAN 0.774

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR045 EXPECTED QUAL OF FUTURE RETIREMENT PGMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	22	24.7	24.7	24.7
POOR	-1.	38	42.7	42.7	67.4
AVERAGE	0.	22	24.7	24.7	92.1
GOOD	1.	5	5.6	5.6	97.8
VERY GOOD	2.	2	2.2	2.2	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.820 MEDIAN -0.908

VALID CASES 89 MISSING CASES 0

VAR046 AMT OF CONSIDERATION GIVEN TO DESIRES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	26	29.2	29.2	29.2
POOR	-1.	29	32.6	32.6	61.8
AVERAGE	0.	27	30.3	30.3	92.1
GOOD	1.	6	6.7	6.7	98.9
VERY GOOD	2.	1	1.1	1.1	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.820 MEDIAN -0.862

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR047 OVERALL "QUALITY OF LIFE"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	1	1.1	1.1	1.1
POOR	-1.	7	7.9	7.9	9.0
AVERAGE	0.	26	29.2	29.2	38.2
GOOD	1.	40	44.9	44.9	83.1
VERY GOOD	2.	15	16.9	16.9	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.685 MEDIAN 0.763

VALID CASES 89 MISSING CASES 0

VAR048 AMOUNT OF JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	5	5.6	5.6	5.6
POOR	-1.	16	18.0	18.0	23.6
AVERAGE	0.	26	29.2	29.2	52.8
GOOD	1.	30	33.7	33.7	86.5
VERY GOOD	2.	12	13.5	13.5	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.315 MEDIAN 0.404

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR049 VALUE OF LSMC JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR	-2.	3	3.4	3.4	3.4
POOR	-1.	6	6.7	6.7	10.1
AVERAGE	0.	29	32.6	32.6	42.7
GOOD	1.	40	44.9	44.9	87.6
VERY GOOD	2.	11	12.4	12.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.562 MEDIAN 0.663

VALID CASES 89 MISSING CASES 0

VAR050 AIRLINE HIRING CAUSES NA-NFC ATTRITION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	15	16.9	16.9	16.9
DISAGREE	-1.	37	41.6	41.6	58.4
UNDECIDED	0.	14	15.7	15.7	74.2
AGREE	1.	17	19.1	19.1	93.3
STRONGLY AGREE	2.	6	6.7	6.7	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.427 MEDIAN -0.703

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR051 TYPICAL WORK WEEK IS TOO LONG

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	7	7.9	7.9	7.9
DISAGREE	-1.	44	49.4	49.4	57.3
UNDECIDED	0.	8	9.0	9.0	66.3
AGREE	1.	15	16.9	16.9	83.1
STRONGLY AGREE	2.	15	16.9	16.9	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.146 MEDIAN -0.648

VALID CASES 89 MISSING CASES 0

VAR052 CIV LIFE IS AT LEAST AS GOOD AS EXPECTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	1	1.1	1.1	1.1
UNDECIDED	0.	4	4.5	4.5	5.6
AGREE	1.	40	44.9	44.9	50.6
STRONGLY AGREE	2.	44	49.4	49.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.416 MEDIAN 1.488

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR053 USMC WAS AT LEAST AS GOOD AS EXPECTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	7	7.9	7.9	7.9
DISAGREE	-1.	22	24.7	24.7	32.6
UNDECIDED	0.	13	14.6	14.6	47.2
AGREE	1.	36	40.4	40.4	87.6
STRONGLY AGREE	2.	11	12.4	12.4	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.247 MEDIAN 0.569

VALID CASES 89 MISSING CASES 0

VAR054 THE USMC "TAKES CARE OF ITS OWN"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	25	28.1	28.1	28.1
DISAGREE	-1.	39	43.8	43.8	71.9
UNDECIDED	0.	15	16.9	16.9	88.8
AGREE	1.	10	11.2	11.2	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.888 MEDIAN -1.000

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR055 CHAIN OF CMD WAS RESPONSIVE TO NEEDS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	17	19.1	19.1	19.1
DISAGREE	-1.	36	40.4	40.4	59.6
UNDECIDED	0.	12	13.5	13.5	73.0
AGREE	1.	22	24.7	24.7	97.8
STRONGLY AGREE	2.	2	2.2	2.2	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.494 MEDIAN -0.736

VALID CASES 89 MISSING CASES 0

VAR056 USMC NA-NFO ARE TRUE "PROFESSIONALS"

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY DISAGREE	-2.	4	4.5	4.5	4.5
DISAGREE	-1.	26	29.2	29.2	33.7
UNDECIDED	0.	13	14.6	14.6	48.3
AGREE	1.	33	37.1	37.1	85.4
STRONGLY AGREE	2.	13	14.6	14.6	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.281 MEDIAN 0.545

VALID CASES 89 MISSING CASES 0

TABLE C-2 (CONT'D)

VAR057 CURRENT ATTITUDE TOWARD USMC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY UNFAVORABLE	-2.	3	3.4	3.4	3.4
UNFAVORABLE	-1.	7	7.9	7.9	11.2
NEUTRAL	0.	21	23.6	23.6	34.8
FAVORABLE	1.	43	48.3	48.3	83.1
VERY FAVORABLE	2.	15	16.9	16.9	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.674 MEDIAN 0.814

VALID CASES 89 MISSING CASES 0

VAR058 USMC VS CIV: PAY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	47	52.8	58.0	58.0
SAME	0.	9	10.1	11.1	69.1
USMC BETTER	1.	25	28.1	30.9	100.0
UNKNOWN OR NA	-7.	8	9.0	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.272 MEDIAN -0.638

VALID CASES 81 MISSING CASES 8

TABLE C-2 (CONT'D)

VAR059 USMC VS CIV: MEDICAL CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	58	65.2	72.5	72.5
SAME	0.	15	16.9	18.8	91.3
USMC BETTER	1.	7	7.9	8.8	100.0
UNKNOWN OR NA	-7.	9	10.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.638 MEDIAN -0.810

VALID CASES 80 MISSING CASES 9

VAR060 USMC VS CIV: RECREATION OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	39	43.8	44.8	44.8
SAME	0.	39	43.8	44.8	89.7
USMC BETTER	1.	9	10.1	10.3	100.0
UNKNOWN OR NA	-7.	2	2.2	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.345 MEDIAN -0.385

VALID CASES 87 MISSING CASES 2

TABLE C-2 (CONT'D)

VAR061 USMC VS CIV: TREATMENT BY SUPERVISORS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	57	64.0	74.0	74.0
SAME	0.	19	21.3	24.7	98.7
USMC BETTER	1.	1	1.1	1.3	100.0
UNKNOWN OR NA	-7.	12	13.5	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.727 MEDIAN -0.825

VALID CASES 77 MISSING CASES 12

VAR062 USMC VS CIV: WORK CONDITIONS & HOURS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	61	68.5	75.3	75.3
SAME	0.	19	21.3	23.5	98.8
USMC BETTER	1.	1	1.1	1.2	100.0
UNKNOWN OR NA	-7.	8	9.0	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.741 MEDIAN -0.836

VALID CASES 81 MISSING CASES 8

TABLE C-2 (CONT'D)

VAR063 USMC VS CIV: SUPV CONCERN FOR WELFARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	45	50.6	59.2	59.2
SAME	0.	25	28.1	32.9	92.1
USMC BETTER	1.	6	6.7	7.9	100.0
UNKNOWN OR NA	-7.	13	14.6	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.513 MEDIAN -0.656

VALID CASES 76 MISSING CASES 13

VAR064 USMC VS CIV: TRAVEL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	42	47.2	57.5	57.5
SAME	0.	15	16.9	20.5	78.1
USMC BETTER	1.	16	18.0	21.9	100.0
UNKNOWN OR NA	-7.	16	18.0	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.356 MEDIAN -0.631

VALID CASES 73 MISSING CASES 16

TABLE C-2 (CONT'D)

VAR065 USMC VS CIV: VACATION-LEAVE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	25	28.1	30.1	30.1
SAME	0.	17	19.1	20.5	50.6
USMC BETTER	1.	41	46.1	49.4	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
UNKNOWN OR NA	-7.	5	5.6	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.193 MEDIAN 0.471

VALID CASES 83 MISSING CASES 6

VAR066 USMC VS CIV: JOB SATISFACTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	47	52.8	57.3	57.3
SAME	0.	23	25.8	28.0	85.4
USMC BETTER	1.	12	13.5	14.6	100.0
UNKNOWN OR NA	-7.	7	7.9	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.427 MEDIAN -0.628

VALID CASES 82 MISSING CASES 7

TABLE C-2 (CONT'D)

VAR067 USMC VS CIV: CHOICE OF WHERE TO LIVE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	78	87.6	91.8	91.8
SAME	0.	6	6.7	7.1	98.8
USMC BETTER	1.	1	1.1	1.2	100.0
UNKNOWN OR NA	-7.	4	4.5	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.906 MEDIAN -0.955

VALID CASES 85 MISSING CASES 4

VAR068 USMC VS CIV: COMPETENCE OF ASSOCIATES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	38	42.7	46.9	46.9
SAME	0.	34	38.2	42.0	88.9
USMC BETTER	1.	9	10.1	11.1	100.0
UNKNOWN OR NA	-7.	8	9.0	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.358 MEDIAN -0.426

VALID CASES 81 MISSING CASES 8

TABLE C-2 (CONT'D)

VAR069 USMC VS CIV: HAPPINESS OF LIFE-CHILDREN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	51	57.3	71.8	71.8
SAME	0.	20	22.5	28.2	100.0
UNKNOWN OR NA	-7.	18	20.2	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.718 MEDIAN -0.894

VALID CASES 71 MISSING CASES 18

VAR070 USMC VS CIV: TECHNICAL TRAINING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	37	41.6	45.1	45.1
SAME	0.	27	30.3	32.9	78.0
USMC BETTER	1.	18	20.2	22.0	100.0
UNKNOWN OR NA	-7.	7	7.9	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.232 MEDIAN -0.352

VALID CASES 82 MISSING CASES 7

TABLE C-2 (CONT'D)

VAR071 USMC VS CIV: RECOG FOR SUPERIOR JOB PERF

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	42	47.2	58.3	58.3
SAME	0.	20	22.5	27.8	86.1
USMC BETTER	1.	10	11.2	13.9	100.0
UNKNOWN OR NA	-7.	17	19.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.444 MEDIAN -0.643

VALID CASES 72 MISSING CASES 17

VAR072 USMC VS CIV: ACCOUNT FOR INF JOB PERF

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	35	39.3	50.7	50.7
SAME	0.	27	30.3	39.1	89.9
USMC BETTER	1.	7	7.9	10.1	100.0
UNKNOWN OR NA	-7.	20	22.5	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.406 MEDIAN -0.514

VALID CASES 69 MISSING CASES 20

TABLE C-2 (CONT'D)

VAR073 USMC VS CIV: RETIREMENT BENEFITS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	43	48.3	59.7	59.7
SAME	0.	9	10.1	12.5	72.2
USMC BETTER	1.	20	22.5	27.8	100.0
UNKNOWN OR NA	-7.	17	19.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.319 MEDIAN -0.663

VALID CASES 72 MISSING CASES 17

VAR074 USMC VS CIV: QUAL OF AVAILABLE HOUSING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	55	61.8	77.5	77.5
SAME	0.	15	16.9	21.1	98.6
USMC BETTER	1.	1	1.1	1.4	100.0
UNKNOWN OR NA	-7.	18	20.2	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.761 MEDIAN -0.855

VALID CASES 71 MISSING CASES 18

TABLE C-2 (CONT'D)

VAR075 USMC VS CIV: CHANCE TO WORK IN JOB-AREA

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	69	77.5	85.2	85.2
SAME	0.	12	13.5	14.8	100.0
UNKNOWN OR NA	-7.	8	9.0	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.852 MEDIAN -0.913

VALID CASES 81 MISSING CASES 8

VAR076 USMC VS CIV: COST OF LIVING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	12	13.5	13.6	13.6
SAME	0.	46	51.7	52.3	65.9
USMC BETTER	1.	30	33.7	34.1	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 0.205 MEDIAN 0.196

VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAR077 USMC VS CIV: AMOUNT OF RESPONSIBILITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	29	32.6	36.7	36.7
SAME	0.	33	37.1	41.8	78.5
USMC BETTER	1.	17	19.1	21.5	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
UNKNOWN OR NA	-7.	9	10.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.152 MEDIAN -0.182

VALID CASES 79 MISSING CASES 10

VAR078 USMC VS CIV: PROFESSIONAL CHALLENGE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIVILIAN BETTER	-1.	44	49.4	52.4	52.4
SAME	0.	27	30.3	32.1	84.5
USMC BETTER	1.	13	14.6	15.5	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
UNKNOWN OR NA	-7.	4	4.5	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.369 MEDIAN -0.545

VALID CASES 84 MISSING CASES 5

TABLE C-2 (CONT'D)

VAR079 PRESTIGE OF USMC NA-NFO VS CURRENT JOB

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
MUCH LOWER	-2.	10	11.2	11.4	11.4
LOWER	-1.	27	30.3	30.7	42.0
SAME	0.	30	33.7	34.1	76.1
HIGHER	1.	11	12.4	12.5	88.6
MUCH HIGHER	2.	10	11.2	11.4	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN -0.182 MEDIAN -0.267

VALID CASES 88 MISSING CASES 1

VAR080 RETROSPECTIVE VIEW OF DECISION TO RESIGN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
POOR	-1.	2	2.2	2.3	2.3
UNDECIDED	0.	3	3.4	3.4	5.7
GOOD	1.	20	22.5	23.0	28.7
VERY GOOD	2.	62	69.7	71.3	100.0
NONRESPONSIVE	-9.	2	2.2	MISSING	100.0
	TOTAL	89	100.0	100.0	

MEAN 1.632 MEDIAN 1.798

VALID CASES 87 MISSING CASES 2

TABLE C-2 (CONT'D)

NARRATIVE COMMENT SHEETS SUBMITTED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
COMMENT	0.	51	57.3	57.3	57.3
NO COMMENT	1.	38	42.7	42.7	100.0
	TOTAL	89	100.0	100.0	

MEAN	0.427	MEDIAN	0.373
VALID CASES	89	MISSING CASES	0

WEEK RESPONSE RECEIVED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FIRST WEEK	0.	5	5.6	5.6	5.6
SECOND WEEK	1.	40	44.9	44.9	50.6
THIRD WEEK	2.	18	20.2	20.2	70.8
FOURTH WEEK	3.	16	18.0	18.0	88.8
FIFTH WEEK	4.	9	10.1	10.1	98.9
OTHER	8.	1	1.1	1.1	100.0
	TOTAL	89	100.0	100.0	

MEAN	1.888	MEDIAN	1.488
VALID CASES	89	MISSING CASES	0

TABLE C-3

MILITARY OCCUPATIONAL SPECIALTIES (MOSs)

MOS	Title
7500-01	Attack pilot
7508	AV-8 pilot
7510-11	A-6 pilot
7520-22	F-4 pilot
7540-45	EA-6/RF-4 pilot
7550-57	Transport pilot
7560-65	Helicopter pilot
7575-76	OV-10 pilot
7581	Basic NFO
7582	Radar Intercept Officer (F-4B)
7583	Bombardier-Navigator
7584	Electronics Warfare (EW) Officer
7585	Airborne Reconnaissance (AR) Officer
7586	EW/AR Officer
7587	Radar Intercept Officer (F-4J)
7588	EA-6 EW Officer
7597-98	Basic pilot
9907	Aviation Colonel

APPENDIX D

FACTOR ANALYSIS

APPENDIX D

FACTOR ANALYSIS

OBJECTIVES OF FACTOR ANALYSIS

The primary objective of factor analysis is to obtain a parsimonious description of observed data. H.H. Harmon, one of the developers and leading advocates of factor analytic methods, describes it as a technique to resolve a large set of variables into a small number of elements called factors. Resolution is accomplished by the analysis of the correlations between the variables. Factor analysis, then, is essentially a linear regression of each of the variables on the factors.[1] It yields factors which provide an adequate fit to the data, while maintaining all the essential information of the original set of variables.

THE FACTOR ANALYSIS MODEL

It is the goal of factor analysis to represent a variable V_i in terms of several underlying factors, or hypothetical constructs. The simplest mathematical model for describing one variable in terms of several others is a linear one, and that is the form of representation used in factor analysis models. Using the notation F_1, F_2, F_3, . . ., F_m for m common factors, the complete linear expression for any variable V_i may be written in the form:

$$V_i = A_{i1}F_1 + A_{i2}F_2 + A_{i3}F_3 + \ldots + A_{im}F_m \ ,$$

where i = 1, 2, . . ., n, and A_{ij} is the coefficient of the jth factor of the ith variable. There are, of course, n equations of this form--one for each of the n variables. Some models also include a term A_iU_i, which denotes the unique aspect of any variable--i.e., that portion of its variance that is not attributable to any common factor. Since factor analysis

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[1] Reference D-1.

generally is concerned only with the common factors, the unique terms (if they exist at all) are generally ignored.

FACTOR LOADING AND COMMUNALITY

The coefficients A_{ij} in the equations above are called factor loadings and can be determined through an analysis of the correlations among the n variables. All m factors are required to produce exactly the correlations among the original n variables, and each factor, through its loading, is selected to make maximum contribution to the sum of the variances of the original variables. The first such factor selected makes the greatest single contribution, the second makes a maximum contribution to the remaining (residual) variance, and so on, until a satisfactory portion (usually less than 100 percent) of the total original variance has been accounted for. Thus, depending on the amount of variance that will give a satisfactory and/or acceptable solution, only a small number (less than n) of factors will normally be needed to reproduce the original data.

For any particular variable, the amount of it total variance accounted for by the common factors is called its communality. Quantitatively, the communality of a variable is given by the sum of the square of the common-factor coefficients:

$$h_i^2 = A_{i1}^2 + A_{i2}^2 + A_{i3}^2 + \ldots + A^2_{in} \quad ,$$

where h_i^2 is the communality of the ith variable V_i and the A_{ij} are its factor coefficients.

The residual variance (one minus the communality) is the extent to which the variable is unique. It can be decreased (and the communality increased) simply by increasing the number of common factors extracted from the set of variables. It should be noted, however, that this is not, generally, desirable. Parsimonious description of the data requires that the number of factors be kept to a minimum.

Factor anaylsis techniques require communality estimates as inputs. Successive iteration then leads to the final correct communality values. Making the original estimate, however, can sometimes pose a difficult problem. There are three principal and commonly used estimating techniques. They are: (1) assume that all the variance of the variables will be accounted for by the factors selected and set the original communality estimates equal to one for all variables; (2) use the squared multiple

correlations as communality estimates; and (3) use the maximum row values of the correlation matrix as communality estimates. These estimating techniques are discussed in detail in the literature of factor analysis, and each has merit in a variety of circumstances. The first technique appears to be preferred in applications that do not clearly indicate otherwise and is used in this study.

Having determined the final communalities, it is then possible to calculate the factor coefficients, or loadings. The most frequently used technique (viz., principal-component factoring) begins by choosing a set of factors in decreasing order of their contribution to the total communality. The analysis is begun by extracting a factor F_1 whose contribution to the communalities of the variables is as great as possible. Then first-factor residual correlations are obtained. A second factor F_2 with a maximum contribution to the residual communality is next found. This process is continued until the total communality has been analyzed.

The first-factor coefficients A_{i1} are selected to maximize the sum of the contributions of that factor to the total communality. For the first factor (F), this sum is given by:

$$C_1 + A_{11}^2 + A_{21}^2 + A_{31}^2 + \ldots + A_{n1}^2 \quad .$$

The coefficients A_{i1} must be chosen so as to maximize C_1 under the constraint (for m factors):

$$r_{ik} = \sum_{p=1}^{m} A_{ip} A_{kp} \quad ,$$

where i, k = 1, 2, 3, . . ., n; $r_{ik} = r_{ki}$; and $r_{ii} = h^2$ (the communality of variable V_i). This constraint requires that the reproduced correlations be replaced by the observed correlations, implying the assumption of zero residual variance.

The problem then remains to find the coefficients of the remaining factors, accounting for a maximum amount of the residual communality. The residual correlation after the first factor has been extracted is given by:

$$r'_{ik} = r_{ik} - A_{i1}A_{k1} \quad ,$$

and the quantity to be maximized is:

$$C_2 = A_{12}^2 + A_{22}^2 + \ldots + A_{n2}^2 \quad ,$$

subject to the constraint condition of r'_{ik}. Successive iteration of this procedure will eventually produce the complete set of factor coefficients, or loadings. For a more thorough discussion of how these maximizing solutions are obtained, see reference D-2.

FACTOR ROTATION

Once a set of factor loadings has been calculated, the next step in the analysis is to interpret the factors in a way that will give a meaningful summary of the observed data. Since the factor loadings are produced in an arbitrary frame of reference, the problem is to choose a reference frame for the factor loading points that will give the most meaningful and/or most useful interpretation. To this end, the arbitrary frame of reference may be rotated to one more suited to interpretation. For simplicity, rotational techniques may be grouped into two broad classes: orthgonal and oblique. Although orthogonal rotation is not suitable for all data, it has at least one distinct advantage. Since the resulting factors are orthogonal, they are uncorrelated and independent, which greatly facilitates interpretation.

FACTOR SCORES

From a purely theoretical point of view, the common factors have a more fundamental importance than the observed variables themselves; and therefore, it is necessary to relate the observations to the common factors. This may be accomplished with the factor scores, which are a means of expressing quantitatively the information contained in a factor for a specific case (observation, individual, etc.). Through the factor scores, the difference between two cases can be expressed in terms of the reproduced correlations of the original data.

The computation of factor scores is based on the factor loadings previously determined. When using ones on the main diagonal of the correlation matrix (as in this study), the principal-factor solution may be expressed in matrix notation[1] as follows:

$$\underline{F} + \underline{A}^T \underline{R}^{-1} ,$$

where $\underline{F}$ is the matrix of factor scores (f_{ij}, also called factor-score coefficients), $\underline{A}^T$ is the transpose of the matrix factor loadings (A_{ij}), and $\underline{R}^{-1}$ is the inverse of the correlation matrix for the variables. The factor score of the Kth case for the jth factor may now be calculated (for n variables) as:

$$F_{jk} = \sum_{i=1}^{n} f_{ij} Z_{ik} ,$$

where f_{ij} is the factor-score coefficient of the ith variable on the jth factor (i.e., column j from matrix $\underline{F}$), and Z_{ik} is the standardized value of variable i for case k (i.e., Z_{ik} = (the value of variable i for case k, minus the mean of variable i for all cases) divided by the standard deviation of variable i).

FACTOR INTERPRETATION

After the factor loadings and factor scores have been determined, there remains only the task of interpretation. A complete solution requires an identification of the nature and content of the hypothetical factors. This is commonly accomplished by inferring what the variables with high loadings on factor have in common that is missing (or present to a lesser degree) in variables with low loadings on the same factor. Fruchter defines a low factor loading as 0.3 or smaller (reference D-3).

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[1]The underscore "_" will be used to denote a matrix or vector.

Application of Factor Analysis to Survey Responses

The factor analysis of survey responses for this study was performed with the subprogram FACTOR in the SPSS[1] computer software package. It was necessary to specify the following parameters for the FACTOR procedure:

- Method of factoring--principal factoring with iteration;
- Method of rotation--orthogonal (more specifically, varimax orthogonal, to maximize the variance of the squared loadings in each column of the factor matrix);
- Number of factors: limited to those for which the associated eigenvalue is 1.0 or greater--a widely accepted convention; and
- Number of iterations: limited to the number required for convergence of the difference between two successive communality estimates to 0.001 or smaller, not to exceed 25 iterations.

Results of the factor analysis are contained in annex D-1 for responses by company grade pilots and NFOs on active duty, in annex D-2 for active duty field grade, and in annex D-3 for all separated respondents. Only dimensions that appeared as having at least mean importance (see table 2) are entered as variables into the factor analysis.

Because of the slightly different importance ranking produced by the company and field grade respondents, their responses were entered separately as variables into the FACTOR routine.

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[1] Statistical Package for the Social Sciences; see reference D-4.

REFERENCES

D-1 Harmon, H.H., "Modern Factor Analysis," University of Chicago Press, Chicago, 1960

D-2 Millard, C.A., "A Factor Analysis of the Behavioral Dimensions of Marine Corps Performance Evaluation," Naval Postgraduate School, Monterey, Calif., 1976

D-3 Fruchter, B., "Introduction to Factor Analysis," D. van Nostrand Company, Princeton, New Jersey, 1954

D-4 Nie, N.H., et. al., "Statistical Package for the Social Sciences," McGraw-Hill Book Comapny, New York, 1975

ANNEX D-1

RESULTS OF THE FACTOR ANALYSIS OF ACTIVE DUTY COMPANY GRADE PILOT AND NFO SURVEY RESPONSES

TABLE D-1-1

LIST OF VARIABLES (COMPANY GRADE)

VARIABLES..	LABELS..
VAR030	IMPORTANCE OF JOB SATISFACTION
VAR032	IMPORTANCE OF PERSONNEL MANAGEMENT
VAR033	IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS
VAR037	IMPORT OF USMC-CIVILIAN PAY DIFFERENTIAL
VAR038	IMPORTANCE OF TIME AWAY FROM FAMILY
VAR039	IMPORTANCE OF "QUALITY OF LIFE"
VAR040	IMPORTANCE OF BELIEF THAT JOB HAS VALUE
VAR041	IMPORTANCE OF DEPENDENT MEDICAL CARE
VAR043	IMPORT OF INFLUENCE ON OWN CAREER
VAR044	IMPORT OF UNCERTAINTY IN RETIREMENT PGMS
VAR045	IMPORT OF CONSIDERATION FOR OWN DESIRES
VAR046	IMPORTANCE OF ADVANCEMENT OPPORTUNITIES
VAR050	IMPORT OF RESPONSE TO PROBLEMS & NEEDS
VAR051	IMPORT OF ASSIGNMENT TO NON-FLYING JOBS

TABLE D-1-2

MEANS AND STANDARD DEVIATIONS OF
THE VARIABLES (COMPANY GRADE)

VARIABLE	MEAN	STANDARD DEV
VAR030	1.2997	0.9143
VAR032	1.4198	0.8163
VAR033	1.1641	1.0486
VAR037	0.9368	1.1061
VAR038	1.1795	0.9706
VAR039	1.0644	0.9466
VAR040	1.3157	0.8803
VAR041	1.0638	1.0766
VAR043	1.3026	0.7949
VAR044	1.2718	1.0078
VAR045	1.3519	0.7954
VAR046	1.0148	0.9153
VAR050	1.0330	0.9413
VAR051	1.2490	1.0298

TABLE D-1-3

CORRELATION MATRIX (COMPANY GRADE)

	VAR030	VAR032	VAR033	VAR037	VAR038
VAR030	1.00000	0.19853	0.00576	-0.02860	-0.00797
VAR032	0.19853	1.00000	0.15564	0.09762	0.09613
VAR033	0.00576	0.15564	1.00000	0.12741	0.68747
VAR037	-0.02860	0.09762	0.12741	1.00000	0.12794
VAR038	-0.00797	0.09613	0.68747	0.12794	1.00000
VAR039	0.15620	0.15536	0.11973	0.19338	0.13572
VAR040	0.36832	0.13361	-0.00736	0.00471	0.01906
VAR041	0.06454	0.18683	0.20939	0.23847	0.22473
VAR043	0.14578	0.32495	0.10045	0.10023	0.06258
VAR044	-0.00678	0.12685	0.13580	0.24303	0.16809
VAR045	0.04890	0.30286	0.19542	0.11208	0.21373
VAR046	0.08734	0.16734	0.09250	0.26052	0.09390
VAR050	0.09315	0.28134	0.17702	0.11645	0.15949
VAR051	0.00365	0.19021	0.01757	0.13896	-0.00310

	VAR039	VAR040	VAR041	VAR043	VAR044
VAR030	0.15620	0.36832	0.06454	0.14578	-0.00678
VAR032	0.15536	0.13361	0.18683	0.32495	0.12685
VAR033	0.11973	-0.00736	0.20939	0.10045	0.13580
VAR037	0.19338	0.00471	0.23847	0.10023	0.24303
VAR038	0.13572	0.01906	0.22473	0.06258	0.16809
VAR039	1.00000	0.37243	0.26114	0.24307	0.17647
VAR040	0.37243	1.00000	0.20133	0.24148	0.09796
VAR041	0.26114	0.20133	1.00000	0.20527	0.31454
VAR043	0.24307	0.24148	0.20527	1.00000	0.18552
VAR044	0.17647	0.09796	0.31454	0.18552	1.00000
VAR045	0.24255	0.11444	0.19486	0.45410	0.22018
VAR046	0.31210	0.21354	0.25881	0.29628	0.20639
VAR050	0.29194	0.20690	0.28485	0.36913	0.20509
VAR051	0.09993	0.04406	0.13376	0.26589	0.13252

TABLE D-1-3 (CONT'D.)

	VAR045	VAR046	VAR050	VAR051
VAR030	0.04890	0.08734	0.09315	0.00365
VAR032	0.30286	0.16734	0.28134	0.19021
VAR033	0.19542	0.09250	0.17702	0.01757
VAR037	0.11208	0.26052	0.11645	0.13896
VAR038	0.21373	0.09390	0.15949	-0.00310
VAR039	0.24255	0.31210	0.29194	0.09993
VAR040	0.11444	0.21354	0.20690	0.04406
VAR041	0.19486	0.25881	0.28485	0.13376
VAR043	0.45410	0.29628	0.36913	0.26589
VAR044	0.22018	0.20639	0.20509	0.13252
VAR045	1.00000	0.30137	0.55102	0.21758
VAR046	0.30137	1.00000	0.27271	0.12189
VAR050	0.55102	0.27271	1.00000	0.17207
VAR051	0.21758	0.12189	0.17207	1.00000

DETERMINANT OF CORRELATION MATRIX = 0.0596949(.59694923E-01)

TABLE D-1-4

FINAL COMMUNALITIES (COMPANY GRADE)

VARIABLE	COMMUNALITY
VAR030	0.23185
VAR032	0.20833
VAR033	0.63735
VAR037	0.29618
VAR038	0.74104
VAR039	0.31714
VAR040	0.63636
VAR041	0.31203
VAR043	0.40929
VAR044	0.23676
VAR045	0.61676
VAR046	0.28762
VAR050	0.43285
VAR051	0.13161

TABLE D-1-5

FACTOR LOADING MATRIX (COMPANY GRADE)

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
VAR030	0.09299	-0.00274	-0.04931	0.46986
VAR032	0.40762	0.08750	0.10092	0.15600
VAR033	0.11115	0.78130	0.12047	-0.00751
VAR037	0.06366	0.05602	0.53354	-0.06576
VAR038	0.06326	0.84527	0.15905	0.00586
VAR039	0.21865	0.07436	0.35288	0.37320
VAR040	0.10230	-0.02390	0.13001	0.78001
VAR041	0.18624	0.17113	0.47307	0.15577
VAR043	0.58570	0.00206	0.16156	0.20035
VAR044	0.18547	0.09934	0.43859	0.01155
VAR045	0.76077	0.15172	0.12068	0.02014
VAR046	0.29465	0.01482	0.41129	0.17726
VAR050	0.59843	0.12208	0.19273	0.15062
VAR051	0.30923	-0.05728	0.17956	-0.02148

TABLE D-1-6

FACTOR SCORE MATRIX (COMPANY GRADE)

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
VAR030	0.01644	0.01319	-0.08526	0.19338
VAR032	0.11969	0.00429	-0.02185	0.04555
VAR033	0.00505	0.39056	-0.03248	-0.00272
VAR037	-0.05491	-0.04249	0.34076	-0.07593
VAR038	-0.09953	0.59351	0.01885	0.00803
VAR039	-0.00597	-0.01427	0.15876	0.12166
VAR040	-0.08264	-0.01059	-0.00204	0.65822
VAR041	-0.01115	-0.00060	0.25356	0.01361
VAR043	0.23815	-0.04258	-0.00886	0.03348
VAR044	-0.00523	-0.01921	0.22791	-0.04899
VAR045	0.51043	-0.00353	-0.11560	-0.11253
VAR046	0.02595	-0.04056	0.20147	0.02627
VAR050	0.21678	0.00631	0.00683	0.01279
VAR051	0.08522	-0.03680	0.05919	-0.04654

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ANNEX D-2

RESULTS OF THE FACTOR ANALYSIS OF ACTIVE DUTY FIELD GRADE PILOT AND NFO SURVEY RESPONSES

TABLE D-2-1

LIST OF VARIABLES (FIELD GRADE)

VARIABLES..	LABELS..
VAR030	IMPORTANCE OF JOB SATISFACTION
VAR032	IMPORTANCE OF PERSONNEL MANAGEMENT
VAR033	IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS
VAR038	IMPORTANCE OF TIME AWAY FROM FAMILY
VAR039	IMPORTANCE OF "QUALITY OF LIFE"
VAR040	IMPORTANCE OF BELIEF THAT JOB HAS VALUE
VAR041	IMPORTANCE OF DEPENDENT MEDICAL CARE
VAR042	IMPORTANCE OF JOB RECOGNITION
VAR043	IMPORT OF INFLUENCE ON OWN CAREER
VAR044	IMPORT OF UNCERTAINTY IN RETIREMENT PGMS
VAR045	IMPORT OF CONSIDERATION FOR OWN DESIRES
VAR048	IMPORTANCE OF JOB CHALLENGE
VAR050	IMPORT OF RESPONSE TO PROBLEMS & NEEDS
VAR051	IMPORT OF ASSIGNMENT TO NON-FLYING JOBS

TABLE D-2-2

MEANS AND STANDARD DEVIATIONS OF
THE VARIABLES (FIELD GRADE)

VARIABLE	MEAN	STANDARD DEV
VAR030	1.4105	0.8701
VAR032	1.5104	0.7031
VAR033	1.1928	0.9150
VAR038	1.1630	0.8998
VAR039	1.0929	0.9079
VAR040	1.4535	0.7970
VAR041	1.1803	0.9030
VAR042	0.8807	0.9304
VAR043	1.1678	0.8160
VAR044	1.3759	0.9285
VAR045	1.3093	0.7779
VAR048	0.9681	0.9957
VAR050	1.1186	0.8866
VAR051	0.9501	1.0867

TABLE D-2-3

CORRELATION MATRIX (FIELD GRADE)

	VAR030	VAR032	VAR033	VAR038	VAR039
VAR030	1.00000	0.19266	-0.03411	-0.00485	0.14947
VAR032	0.19266	1.00000	0.13388	0.15473	0.19435
VAR033	-0.03411	0.13388	1.00000	0.70693	0.07038
VAR038	-0.00485	0.15473	0.70693	1.00000	0.17189
VAR039	0.14947	0.19435	0.07038	0.17189	1.00000
VAR040	0.36075	0.14266	-0.06098	-0.01604	0.35635
VAR041	-0.01920	0.20471	0.18131	0.22430	0.25488
VAR042	0.13596	0.13662	-0.00965	0.03401	0.28285
VAR043	0.05635	0.35017	0.02077	0.08182	0.24052
VAR044	-0.00302	0.08118	0.13765	0.13595	0.15461
VAR045	0.06251	0.40566	0.12983	0.18740	0.22405
VAR048	0.26905	0.11448	-0.07094	-0.04609	0.31757
VAR050	0.07268	0.37486	0.08472	0.13495	0.23309
VAR051	0.06321	0.12761	-0.02739	-0.01741	0.04885

	VAR040	VAR041	VAR042	VAR043	VAR044
VAR030	0.36075	-0.01920	0.13596	0.05635	-0.00302
VAR032	0.14266	0.20471	0.13662	0.35017	0.08118
VAR033	-0.06098	0.18131	-0.00965	0.02077	0.13765
VAR038	-0.01604	0.22430	0.03401	0.08182	0.13595
VAR039	0.35635	0.25488	0.28285	0.24052	0.15461
VAR040	1.00000	0.15145	0.30508	0.24249	0.10708
VAR041	0.15145	1.00000	0.21558	0.25934	0.32550
VAR042	0.30508	0.21558	1.00000	0.31341	0.17564
VAR043	0.24249	0.25934	0.31341	1.00000	0.15118
VAR044	0.10708	0.32550	0.17564	0.15118	1.00000
VAR045	0.16217	0.27452	0.19408	0.45549	0.17445
VAR048	0.48172	0.10597	0.30527	0.19537	0.09931
VAR050	0.21453	0.29051	0.22242	0.37441	0.16584
VAR051	0.08278	0.06574	0.08705	0.22554	0.04087

TABLE D-2-3 (CONT'D.)

	VAR045	VAR048	VAR050	VAR051
VAR030	0.06251	0.26905	0.07269	0.06321
VAR032	0.40566	0.11448	0.37486	0.12761
VAR033	0.12983	-0.07094	0.08472	-0.02739
VAR038	0.18790	-0.04609	0.13495	-0.01741
VAR039	0.22405	0.31757	0.23309	0.04885
VAR040	0.16217	0.48172	0.21453	0.08278
VAR041	0.27452	0.10597	0.29051	0.06574
VAR042	0.19408	0.30927	0.22242	0.08705
VAR043	0.45349	0.19537	0.37441	0.22554
VAR044	0.17445	0.09931	0.16584	0.09087
VAR045	1.00000	0.14372	0.53902	0.14673
VAR048	0.14372	1.00000	0.24642	0.04965
VAR050	0.53902	0.24642	1.00000	0.12611
VAR051	0.14673	0.04965	0.12611	1.00000

DETERMINANT OF CORRELATION MATRIX = 0.0468416(.46841553E-01)

TABLE D-2-4

FINAL COMMUNALITIES (FIELD GRADE)

VARIABLE	COMMUNALITY
VAR030	0.26921
VAR032	0.35317
VAR033	0.66460
VAR038	0.75079
VAR039	0.29822
VAR040	0.56580
VAR041	0.38116
VAR042	0.26948
VAR043	0.40360
VAR044	0.22543
VAR045	0.57513
VAR048	0.41568
VAR050	0.44531
VAR051	0.06148

TABLE D-2-5

FACTOR LOADING MATRIX (FIELD GRADE)

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
VAR030	0.09091	0.48457	0.02009	-0.16044
VAR032	0.55633	0.14709	0.14830	-0.09658
VAR033	0.03391	-0.06287	0.80473	0.10913
VAR038	0.08453	-0.00185	0.84967	0.14730
VAR039	0.18665	0.41926	0.10619	0.28950
VAR040	0.12503	0.72715	-0.04868	0.13804
VAR041	0.25082	0.05752	0.15557	0.53921
VAR042	0.19655	0.35350	-0.04232	0.32264
VAR043	0.56073	0.17123	-0.01881	0.24393
VAR044	0.11253	0.04370	0.09128	0.44952
VAR045	0.72946	0.06201	0.11671	0.15964
VAR048	0.12138	0.61051	-0.08096	0.14722
VAR050	0.61341	0.15865	0.06685	0.19850
VAR051	0.22694	0.05110	-0.05614	0.06491

TABLE D-2-6

FACTOR SCORE MATRIX (FIELD GRADE)

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
VAR030	0.02218	0.20648	0.04000	-0.18099
VAR032	0.23458	0.03047	0.04002	-0.14853
VAR033	-0.04568	-0.02034	0.40321	0.05313
VAR038	-0.04687	0.04256	0.57297	0.01912
VAR039	-0.01626	0.13143	0.00588	0.14578
VAR040	-0.06968	0.46943	0.00537	0.05614
VAR041	0.00294	-0.06197	-0.01697	0.33437
VAR042	-0.00476	0.09807	-0.03597	0.16429
VAR043	0.21196	-0.01432	-0.05665	0.08249
VAR044	-0.03452	-0.03000	-0.01864	0.27121
VAR045	0.43602	-0.09693	-0.00955	-0.04238
VAR048	-0.04151	0.28413	-0.01369	0.03708
VAR050	0.24670	-0.01341	-0.04675	0.02283
VAR051	0.06264	-0.00763	-0.02061	0.06759

ANNEX D-3

RESULTS OF THE FACTOR ANALYSIS OF RECENTLY SEPARATED PILOT AND NFO SURVEY RESPONSES

TABLE D-3-1

LIST OF VARIABLES (SEPARATED)

VARIABLES..	LABELS..
VAR016	IMPORTANCE OF JOB SATISFACTION
VAR018	IMPORTANCE OF PERSONNEL MANAGEMENT
VAR019	IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS
VAR023	IMPORTANCE OF TIME AWAY FROM FAMILY
VAR025	IMPORTANCE OF BELIEF THAT JOB HAS VALUE
VAR028	IMPORTANCE OF INFLUENCE ON OWN CAREER
VAR031	IMPORT OF CONSIDERATION FOR OWN DESIRES
VAR032	IMPORTANCE OF ADVANCEMENT OPPORTUNITIES
VAR036	IMPORT OF RESPONSE TO PROBLEMS & NEEDS
VAR037	IMPORT OF ASSIGNMENT TO NON-FLYING JOBS

TABLE D-3-2

MEANS AND STANDARD DEVIATIONS OF
THE VARIABLES (SEPARATED)

VARIABLE	MEAN	STANDARD DEV
VAR016	1.0115	1.2621
VAR018	1.5977	0.6698
VAR019	0.7241	1.2774
VAR023	0.7586	1.0993
VAR025	0.6437	1.3027
VAR028	1.2069	0.8232
VAR031	1.0345	1.0724
VAR032	0.8621	1.1015
VAR036	0.8736	1.1082
VAR037	1.2644	1.0833

TABLE D-3-3

CORRELATION MATRIX (SEPARATED)

	VAR016	VAR018	VAR019	VAR023
VAR016	1.00000	0.19236	0.09367	0.11935
VAR018	0.19236	1.00000	-0.13480	-0.11421
VAR019	0.09367	-0.13480	1.00000	0.79899
VAR023	0.11935	-0.11421	0.79899	1.00000
VAR025	0.54707	0.01978	0.02549	0.14223
VAR028	0.10961	0.33259	-0.02388	-0.05982
VAR031	0.11139	0.41196	-0.07339	-0.08163
VAR032	0.10989	0.00264	-0.02020	-0.03742
VAR036	0.20059	0.41946	0.08660	0.16556
VAR037	0.09981	0.34628	0.01196	0.02492

	VAR025	VAR028	VAR031
VAR016	0.54707	0.10961	0.11139
VAR018	0.01978	0.33259	0.41196
VAR019	0.02549	-0.02388	-0.07339
VAR023	0.14223	-0.05982	-0.08163
VAR025	1.00000	0.15629	0.13375
VAR028	0.15629	1.00000	0.53189
VAR031	0.13375	0.53189	1.00000
VAR032	0.18414	0.00619	-0.10421
VAR036	0.29867	0.36043	0.57124
VAR037	0.18288	0.34218	0.47253

TABLE D-3-3 (CONT'D.)

	VAR032	VAR036	VAR037
VAR016	0.10969	0.20059	0.09981
VAR018	0.00264	0.41946	0.34628
VAR019	-0.02020	0.08660	0.01196
VAR023	-0.03742	0.16556	0.02492
VAR025	0.18414	0.29867	0.18288
VAR028	0.00619	0.36043	0.34218
VAR031	-0.18421	0.57124	0.47253
VAR032	1.00000	0.08081	-0.12500
VAR036	0.08081	1.00000	0.33813
VAR037	-0.12500	0.33813	1.00000

DETERMINANT OF CORRELATION MATRIX = 0.0431371(.43137095E-01)

TABLE D-3-4

FINAL COMMUNALITIES (SEPARATED)

VARIABLE	COMMUNALITY
VAR016	0.35936
VAR018	0.32663
VAR019	0.70893
VAR023	0.91489
VAR025	0.81504
VAR028	0.35535
VAR031	0.71925
VAR032	0.06272
VAR035	0.49254
VAR037	0.32217

TABLE D-3-5

FACTOR LOADING MATRIX (SEPARATED)

	FACTOR 1	FACTOR 2	FACTOR 3
VAR0016	0.17524	0.09474	0.56540
VAR0018	0.56028	-0.11164	0.01588
VAR0019	-0.03535	0.84112	-0.01383
VAR0023	-0.02072	0.95331	0.07529
VAR0025	0.18204	0.07699	0.88089
VAR0028	0.59334	-0.03599	0.04467
VAR0031	0.84579	-0.05175	-0.03476
VAR0032	-0.06562	-0.04034	0.23830
VAR0036	0.65992	0.14630	0.18880
VAR0037	0.56561	0.03390	0.03323

TABLE D-3-6

FACTOR SCORE MATRIX (SEPARATED)

	FACTOR 1	FACTOR 2	FACTOR 3
VAR016	0.02143	0.00441	0.11472
VAR018	0.16516	-0.00733	0.05922
VAR019	-0.00455	0.20498	0.00827
VAR023	0.01694	0.80185	-0.07137
VAR025	-0.00843	-0.04928	0.85319
VAR028	0.14144	0.00850	-0.02741
VAR031	0.52565	0.04024	-0.14348
VAR032	-0.00917	0.00881	0.04095
VAR036	0.18640	-0.01655	0.01095
VAR037	0.14650	0.00735	-0.07449